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Postwar Labor Legislation

A summary of addresses delivered before a Round Table conference on this subject at the Waldorf-Astoria Hotel on Thursday, September 20, 1945. Speakers were Donald R. Richberg, Dr. William M. Leiserson, and Matthew Woll.

The meeting was presided over by:

Dr. Thomas L. Norton

Dean, School of Business and Civic Administration, College of the City of New York; formerly Chairman, Second Regional War Labor Board

THE question of an appropriate national policy in the field of industrial relations is paramount if we are to fulfill our program of reconversion and enter successfully into a postwar era of economic abundance. The potentialities of industrial warfare are with us and its consequences would be catastrophic. During the last few years we waged successful warfare outside our borders, successful to a large degree because we had labor-management cooperation on the home front. It would be paradoxical to face a period of peace on the foreign front, and industrial warfare within our domestic economy. If internal cooperation was the proper course to follow on the road to victory abroad, some far-sighted citizens are wondering why internal cooperation of one kind or another may not be appropriate to the winning of the peace. In view of the tasks which face the nation today, it is therefore natural that the Federal Government should give attention to the question of an appropriate postwar federal labor policy.

In keeping with its policy of providing

an opportunity for informal discussion of national questions, the National Industrial Conference Board has scheduled this round-table session on an important bill introduced last June into the Senate jointly by Senators Hatch, Ball and Burton. It is known as the Federal Industrial Relations Act, and, according to its sponsors, is a bill designed to establish a uniform federal labor policy and bring to industrial relations "the rule of law and order instead of the rule of fists and force."

If this bill were passed in its present form, it would have a tremendous influence on industrial relations. You and all persons, whether employers or employees, should be thoroughly familiar with the act and its implications. The Conference Board has been fortunate in securing three outstanding speakers who will present their individual points of view. But first I am going to call on Mr. Donald Richberg to give us a brief and concise statement of the nature of the act and its provisions. Mr. Richberg is especially qualified to speak on this piece of legislation, since he is chairman of the Committee to Promote Industrial Peace, an organization credited with the authorship of the bill.

Donald R. Richberg

Davies, Richberg, Beebe, Busick
and Richardson

THIS bill has three titles: Title one deals with the negotiation and settlement of labor disputes, title two with amendments to the Wagner Act, and title three with miscellaneous definitions and provisions of that sort.

The procedures set up in title one are to impose duties on employers and employees to make every reasonable effort to settle disputes without interruption of business. In order to carry out this duty, first, the parties are called upon to confer and attempt to negotiate settlement. Second, if negotiations fail, the services of a federal board of mediation called the Federal Labor Relations Board can be invoked by either party, or, in some cases the board can proffer its services. If the services of the board fail and agreement is not reached, then the board will naturally urge the parties to agree to voluntary arbitration; and there is an elaborate procedure set forth in the bill providing a means of voluntary arbitration.

If the parties reject the voluntary arbitration, then the federal board has to determine whether the dispute is of sufficient importance in its effect upon interstate commerce to have a fact-finding commission appointed, either by the board or, in cases of great moment, by the President. The fact-finding commission is required to hear the parties and make a very quick report, with its recommendations as to settlement.

Now that is the end of what might be called the "voluntary procedures" of the bill, and in this process there is only one compulsion, which is that the parties are required to preserve the *status quo*, the conditions out of which the dispute arose, during the efforts to negotiate a settlement, or during the efforts of the federal board to bring about agreement, or during the consideration by the fact-finding commission.

There is a further provision to the ef-

fect that where the federal board finds that a dispute is of great moment and that a stoppage of production, such as that of a public utility service or a necessity of life, will impose great hardship on the community, then the federal board makes that finding, before appointing the fact-finding commission, which gives the parties a last opportunity to agree upon voluntary arbitration. If they do not, and the fact-finding commission is appointed, then, instead of mere recommendations which the parties can accept or reject in a normal case, in this small class of highly important cases the recommendations of the fact-finding commission are made the same as an arbitration award, and enforceable for a trial period of normally one year.

Title two provides in brief for amendments to the Wagner Act. My analyses may be disputed, so I state it in this form: The intent and purpose of the drafters of the bill was to make reciprocal the unfair practices in the Wagner Act; that is, to provide also for the prohibition of unfair practices of labor against management, as well as the unfair practices of management against labor, which are at present provided for in the Wagner Act.

The last title of the bill concerns miscellaneous provisions of definitions, etc.

Dr. William M. Leiserson

The Johns Hopkins University

MR. RICHBERG'S description of the bill outlines in a general way, no doubt, what the authors had in mind. There are three parts to it; the essential one is part one; part two deals with unfair practices; part three with miscellaneous provisions. But I want to point out to you that a careful study of the bill shows that the authors accomplished something quite different from what they intended. I don't say that they wittingly did it.

I think there has been a lack of understanding of what goes on in mediation, collective bargaining, and arbitration, so that quite different purposes have been accomplished which I will try to point out to you. It is very important that we have a labor relations policy for the peace period just as we had during the war, whether we were entirely satisfied with the war policy or not.

In 1919, there were 20% of all working people engaged in strikes, more than at any other time in our history. I think we ought to know why; and I think if this bill is adopted substantially as it is, we will repeat that situation.

This bill has a preamble and so has the

Wagner Act. Compare these preambles and they will tell the difference in purpose. I don't say that the purpose of this preamble is any less worthy than the purpose of the other preamble. It is a perfectly good purpose, but it is a different kind of purpose from the Wagner Act. This preamble outlines the purpose of the act as that of preventing interruptions of commerce and of settling disputes peacefully. It doesn't say that the purpose of the act is to guarantee the full freedom of association for employees. It doesn't say in the preamble that the purpose of this act is to guarantee the right to organize and bargain collectively. It mentions bargaining, it wants to aid bargaining, and that is a good purpose. But in labor relations there are, broadly, two kinds of disputes, and the Supreme Court distinguishes them. There are disputes about rights, and there are disputes about interests.

THE RIGHT TO ORGANIZE

This bill takes away the legal right of workers to organize. It says employers shall treat with employees, and so on, but it does not say they must bargain collectively. The purpose of the bill is quite obvious. It is exactly the same as was that of the Railway Labor Act of 1926. That law recognized collective bargaining by people who wanted to bargain, but it didn't make it a matter of legal right. That is why, in 1934, the Railway Labor Act had to be amended to put this and other rights in, because during the period the act of 1926 was in effect everywhere on the railroads company unions had been built up.

The preamble doesn't say that the employer may not have company unions as a part of the right of full freedom of association. That is very important to remember, because the Hatch-Burton-Ball bill defines unfair labor practices, about eleven of them, for an altogether different reason than the Wagner Act does. It doesn't say that unfair labor practices are unfair because either the employees or the employer have legal rights that must not be interfered with. It is not a two-purpose bill, with careful distinction between unfair labor practices and the machinery for mediation, conciliation, and arbitration. This bill goes on the notion that all disputes can be handled without the fundamental distinguishing of disputes about legal rights from disputes that have to do with economic interests of each side.

I don't think, with all due respect to Mr. Richberg and the others who participated in the bill, they realized what they

were doing. I think they started out to say: "We don't want a labor relations board of the kind we had. We want a kind that will deal with disputes, and we will change the name to Industrial Relations Board," and the substitute, mind you, for the labor relations board is supposed to be a mediation board. The Wagner Act is a simple statute with limited functions. There are five unfair practices clearly defined that have to do with legal rights only, and nothing to do with other unfairnesses.

CITES PERSONAL EXPERIENCE

As a member of the National Labor Relations Board, I saw employers dealing unfairly with employees, firing them unjustly and otherwise treating them unfairly, but the NLRB could not prohibit that. There was a case where an employer fired a man because he, the employer, was drunk, not the man. But under the law, that's not an unfair labor practice; the only reason for which the employer can be held responsible is for interfering with the freedom of employees to associate freely, for interfering with their organization or bargaining rights, and for nothing else. You could overwork people, underpay people, give them terrible working conditions; the law didn't deal with that.

To treat employers equally, the labor relations act should have five similar unfair practices. No union or employee shall interfere with the right of employers to organize employers' associations and to be active in employers' associations; nor should the unions organize employers' associations, nor should they do other unfair practices to prevent employers from organizing. And to be equal, because the law says that the policy is to encourage and promote collective bargaining by employees, you might amend it to say that the law should equally assist and encourage employers to organize national associations and local associations for collective-bargaining purposes. That would be equal treatment.

But when you come to getting in all of the other unfairnesses, as Mr. Richberg's bill does, you are not treating people equally. Union people do just as many unfair things as management people do. We are all alike in that respect, and we don't change when we change from worker to employer or *vice versa*; we are the same good, bad, or mixture of both, whether we join an organization or not. In this bill you have a lot of unfair practices that have to do with what employees want to do, what it is to their interest to do, but they do not interfere with any legal right of the employer, the

right of his freedom to associate or to bargain collectively.

Title one starts out to make, mind you, a mediation board out of the NLRB. We are not to have a labor relations board any more, but a mediation board. We will have an unfair practice tribunal which will in a way take over the other, but the real work is going to be done by this industrial relations board, which is a mediation board.

FUNCTION OF MEDIATION

What is a mediation board? It is a friend of both parties. It cannot start in to do a job by punishing the parties or judging them. It has to deal confidentially with them as a mediator. As a mediator, I have had employers tell me what they will settle for, what working conditions they will grant, and they say: "You can't tell the other side." And I would go to the unions and the unions would do the same. It was my duty to respect their confidences, to use them only to secure settlements. The effort is to get the parties together. A mediation board has no power or authority to tell them anything that they must do.

I haven't time to go into all of it, but again and again there is mixed in with the notion of mediation that this new board will be a little bit like the NLRB and will punish people for violations. A mediation board can't punish that way. For instance, this new mediation board, as a friend of the parties, will hold a hearing and determine whether the dispute is so important that there should be compulsory arbitration. The board would issue the order if it thought the production or service important to the life of the nation. Then, whatever this fact-finding board recommended or found as an investigating body, that would be obligatory on the parties and enforceable. Mind you, a mediation board doing that—it is absurd to anyone who knows anything about mediation!

This bill is supposed to settle, by mediation, disputes where the interests of the parties tend to be diverse and you want to bring them together as a matter of interest. One wants more money, the other one says: "I can't afford it," those are their interests. One wants shorter hours, and the other says it will cost too much. Those are interests. But the right to choose a representative is not a matter of interest; it is a matter of legal rights. Workmen have the same right as employers have to hire experts to represent them.

The Railway Labor Act has a mediation board to investigate labor disputes and hold elections and certify represen-

tatives; but there Congress said: "The unit shall be a craft unit," and the main issue of bargaining unit has been determined. It reads "craft or class" but they have defined it in the courts as being synonymous. Now, when Congress settles the important question of the bargaining unit, and the only question is whether you have two or three or a dozen fellows from one or another unit in there, a mediation board can handle it. But this bill doesn't do that; it drops the language from the Wagner Act about bargaining unit, and it substitutes a lot of new language that shows that the people who wrote it don't know what a bargaining unit is in practice.

When in its judgment this proposed mediation board finds there are too many bargaining units, too many unions in a plant, it is given the power to amalgamate them. I know many places where there are too many unions in one plant, but who am I to exercise my judgment and say, "Here, you have six unions; you ought to get together in one"? And why should any board have that right? If those fellows are foolish enough to want a lot of separate unions of their own, they exercise their full right of freedom of association. I agree that it might cause embarrassment to industry; so do all democratic processes cause embarrassment to some people from the standpoint of efficiency.

THE COMPULSION FACTOR

In general language, the bill turns over to a mediation board the judicial function of determining the bargaining unit.

Mr. Richberg told you that there is only one matter of compulsion in part one, and that is the maintenance of the *status quo*. Well, there is more than that, and I think he will agree. This bill says that the employers and unions must give each other thirty days' notice in writing, not when they are going to strike, but when they want to change something in their working conditions or in their agreement, and they want to bargain. That is perfectly fair; there are duties that the parties must perform; they must confer, and so on, and they must maintain the *status quo*. I don't see any great objection to it—but at the end it says that any person who fails in one of these duties will be subject to penalties. But mediation is supposed to be voluntary, friendly adjustment.

As a mediator I always said to the employer: "I haven't any authority to tell you what you have to do. You don't have to worry about my jurisdiction, because you can tell me you don't agree

whenever you want to. The only thing you can't do is kick me out of here, because the law says I shall be here and try to bring you to agreement."

The Hatch-Burton-Ball bill says, in effect, that if anybody fails to maintain the *status quo*, or give notice, and so on, there will be a lot of lawsuits. The mediation board could sue, an individual could sue, or the parties could sue each other. Although the bill is an attempt to build mediation procedures, it doesn't confine itself to that; it confuses the whole picture by compulsory provisions of various kinds.

FOR DIFFERENT LEGISLATION

I think it is absolutely essential that we have machinery to begin where the National Labor Relations Act leaves off. This law ends like a novel; when the employer and the union enter into a vow that they will bargain collectively, the law assumes they are going to live happily ever after. Well, you and I know, those of us who are married, that the story begins about then. We need machinery for mediation, for arbitration, for fact finding, but I don't think we need compulsion until these other methods have been tried. And they have never been properly tried.

This bill starts out by saying that we will run the Wagner Act in with mediation matters, and it thus gets rid of protection of matters of right. There is nothing in the bill that says employers must bargain collectively, nothing directly that they must not have company-dominated unions. And I say to you that it won't work.

I just want to add a historical reason for my thinking on this proposed law. During World War I there was a conference, such as we are talking about now, of employers and workers, and they agreed that in order to carry on the war, they would have to guarantee certain union rights to the working people. Actually, it was unconstitutional at that time for either a state or the Federal Government to make such guarantees. Employers were free to fire people for any or no reason, and a labor act affecting the railroads and a Kansas labor act restricting this freedom had been declared unconstitutional.

But the employers knew that if we were going to run the war properly, we would have to have our people united, and the men would have to have the same freedom to organize that employers had. So most of the things that are in the Wagner Act you will find in the voluntary agreement that set up the Taft-Walsh

Labor Board. When the war was over, President Wilson called a conference just as one is being called today, and it blew up on a resolution that employees should have the right to organize and bargain collectively through representatives of their own choosing. The public members of that conference voted with the employers. Everybody was unanimous that employees should have the right to organize and bargain collectively; the division came on the words "through representatives of their own choosing." Then the President set about reorganizing the conference and nothing came of that.

MEDIATION IMPORTANT

If this full freedom of association was so very important that we couldn't run the last war without it—and certainly we couldn't have run the present war without it—are we now, after World War II, starting constructively by proposing to go back and argue over again the things that were argued in the President's conference in 1919? That is what this Hatch-Burton-Ball bill wants to do; and that is why I say it is not constructive. The constructive thing to do is to take out everything from the bill that is foreign to and not properly connected with mediation, with voluntary arbitration, with investigation of labor disputes.

I will show the naïvete of the bill. This mediation board, friend of both parties, has an enforcement provision like this: If either of the parties doesn't perform some duty that is mentioned here, which isn't only *status quo*—the board, the friend of both parties, can say: "You can't be recognized as a representative." Both parties are treated equally in this respect. Just what does that mean? You can settle disputes only with leaders that have a following—some of these leaders are bad, some of them are very good, but most of them are like the rest of us. Now, the mediator steps in and says: "For heaven's sake, we are all interested in getting this dispute settled," and then one of them does something that he ought not to do—neglects to give a notice in writing, or fails to do something else, as often happens. Then the mediator would have to declare under this bill, to, for example, Mr. Sewell Avery: "We are sorry. You cannot represent Montgomery Ward in dealing with this board." Or he would have to say to Mr. John L. Lewis: "You cannot represent the mine workers. You have done something wrong. You have neglected some duties under this act."

Well, now, that may be good law; that may be judicial process; but it "ain't" mediation. It doesn't make sense in deal-

ing with labor relations. The government cannot depend on arbitration, whether compulsory or voluntary for settling most disputes. If collective bargaining fails, no program can be successful unless it depends primarily on mediation.

Mr. Richberg

I AM almost at a loss as to how to comment adequately on Dr. Leiserson's criticisms. I have great respect for his ability, for his experience and his integrity. I can only point out very gently that Dr. Leiserson, with all his ability, is not a lawyer, and that it is useful in constructing a law to have a background of legal knowledge.

I feel emboldened to point out that fact because Dr. Leiserson started out with the assertion that there was a lack of understanding of these problems among the draftsmen of this law. Let me explain very briefly that a comparatively small committee, mostly composed of lawyers, made the original draft of this law. It was then taken up with the three Senators who introduced it. They made serious revisions. In the course of those revisions they consulted Dr. Leiserson, and we had the benefit of his experience and his criticisms. As a matter of fact, we thought we had met most of his criticisms. We didn't agree with all of them, but it was a considerable shock to us when, after the law was introduced, Dr. Leiserson said that the bad outweighed the good.

There were other lawyers of varying experience on the committee. I won't go into the details, but I simply suggest to you that it is rather a large statement to make that those who drafted this law originally, and the three Senators who introduced it, didn't understand these problems.

ON WAGNER ACT RIGHTS

As an example of Dr. Leiserson's misunderstanding, he referred to the alleged fact that the preamble of the Wagner Act had been "thrown out of the window." Probably that was because he didn't put the proper legal construction upon the bill, because it leaves Section One of the Wagner Act, which is the preamble and which does declare all these rights, in full force and effect. It also leaves Section Seven of the Wagner Act, which guarantees the right of collective bargaining, in full force and effect.

He says the Wagner Act compels collective bargaining. Yes, gentlemen, it compels collective bargaining by employees, and we think it is time, when

employers are compelled if the union wishes to sit down and bargain collectively, that employees should also be required to sit down and bargain collectively before they strike.

He says the bill doesn't give the rights of organization and collective bargaining. Well, I simply say that I will ask any of you who are not lawyers to consult a lawyer, and any of you who are, to read the bill, and if there is any way you can more firmly declare those rights, I don't know how they could be declared. All provisions prohibiting unfair labor practices against employees which are written into the Wagner Act are continued; some of them are rephrased as a matter of phraseology, but they are all there. In addition, the obverse of the situation is written into the law, and similar unfair practices by labor against employers are prohibited.

MEDIATION VS. PROSECUTION

One of Dr. Leiserson's criticisms is that the mediation tribunal shouldn't interfere with the enforcement, and he suggests to you, although how he could get it out of the law, I don't know, that the unfair labor practices tribunal is in some way dominated by the mediation board. The law explicitly provides that it is a separate independent tribunal appointed separately by the President, and the board has no control whatsoever over its activities. There is a certain reciprocal relationship between the two—one or two sections of the law—but nothing to prevent the unfair labor practices tribunal from being a completely independent quasi-judicial body. I will say in tribute to Dr. Leiserson that one of the points he made when I discussed one of the early drafts of the law with him was that there must be this separation. We thought we had accomplished the separation between mediation and prosecution. That is a question I will have to leave to the lawyers.

It is a wild and broad claim that this is a compulsory arbitration bill. As a matter of fact, compulsory arbitration enters into the situation only in a very limited and narrow list of cases. There is a provision which some persons may criticize, although I don't know just how, to the effect that grievances over the interpretation and application of agreements shall be submitted to an adjustment board. They are not proper matters for any mediation board to take up. Minor disputes flood a board and couldn't be settled by a mediation board. Certainly, it would be wrong to set up a national board to handle them, because then you would have an arbitration tribunal, and

that would be compulsory arbitration. So what is provided is that the parties themselves, when they make a labor contract, shall write into the contract the provision for setting up an adjustment board, a bipartisan board, with the possibility of a referee in case of deadlock, to settle interpretation cases.

Some of the best labor contracts written in this country by employers and employees have included in them exactly that provision. They are perfectly sound provisions, and any labor contract that hasn't such a provision has a great weakness, because that is the way to get rid of those festering little sores that arise over the application of a contract.

The law does provide that if the parties haven't set up a board and grievance disputes in large numbers come to the mediation board, the board shall call on the parties to set up an adjustment board, and in the event that they do not do so, this mediation board is allowed to set up a temporary adjustment board. Now, what is that? That isn't compulsory arbitration. That is the enforcement of a contract, and, as a matter of fact, labor contracts in their entirety are enforceable in the courts.

The only trouble is that the judicial machinery is too cumbersome and expensive to iron out grievances before a court not educated in labor problems. And so the proper way to meet the question is to have an administrative board composed of experts to settle them in the first instance; and then the award, as under the Railway Labor Act, can be enforced in courts. That is no more compulsory arbitration than it is compulsory arbitration when you make a contract with another businessman, and there is a violation, and he sues you in court; no more compulsory than when an employee sues his employer for wages due under a contract, and that is the type of claim that often arises under these grievance disputes. I say that is not compulsory arbitration.

WHEN ARBITRATION IS COMPULSORY

There is a limited class of cases to which I refer in which it is provided that where an entire community cannot tolerate the stoppage of a production such as an electric light and power company's production, or any necessity of life, that then the findings of this fact-finding commission can be made into an award, and can be made enforceable after a trial period of normally one year. Now, that is compulsory arbitration, yes, and I will say, frankly, it is a debatable requirement. I don't believe in compulsory ar-

bitration. Of all those who drafted the bill, I didn't hear one speak in favor of compulsory arbitration; but we tried to face a simple fact that whenever an unsettled dispute threatens the life, health and welfare of a community, it is an intolerable thing that can't last. A stoppage of production can't be permitted, and what is done? Why, an executive official—mayor, governor or the President—calls out the police or soldiery to enforce a decision on the parties, or else public opinion rises in such anger that the pressure of it on the parties compels a settlement.

What we are suggesting is the substitution of a judicial finding as the basis for this community action. As I say, compulsory arbitration, in any form, is to me the wrong theory, and I think it is to all those who worked on this bill. But we are facing a fact in this situation where today it is entirely possible, with large, powerful labor organizations and a difference of opinion with management, to have the community faced with a proposition it can't tolerate. In this case you do get, as I say, this extralegal form of compulsory arbitration which I call practically "lynch law."

RECIPROCAL OBLIGATIONS

Now as to the amendments to the Wagner Act, anyone who is opposed to any amendment of the Wagner Act, in my opinion, is necessarily biased. Anyone who believes that a one-sided law is a sound law, that unfair practices by one party should be punished and prohibited, and the other party left free to do exactly the same sort of unfair thing, I say, is biased. I haven't any argument to make with persons who take that point of view. Our point is, whether our exact writing is best or not, that we have tried to make reciprocal the obligations of the parties, so that they will not use unfair practices upon each other.

Dr. Leiserson criticizes the determination of disputes over representation by the mediation board. Well, now, let's look at the thing practically, gentlemen. I agree that representation is a controversial subject. It is unfortunate to bring that into the field of a mediatory body, but what would be the alternative? The alternative would be to have a representation dispute decided, we will say, by this unfair practices tribunal, which is a prosecuting body, and therefore, is going to be in bad with both sides all the time and can take it. But why is that impractical? Because when the parties come to the mediation board, one of the first questions presented is: Is there an

authorized representation? What is the use mediating between parties if you haven't got two parties who can properly sign a contract? The very first question presented at the outset is: Are these representatives of the parties?

CITES RAILWAY ACT

It seemed appropriate under the circumstances, and it worked fairly well under the Railway Labor Act, to have the mediation board determine by examination of the records, or if necessary, by an election with secret ballot, the proper representatives duly authorized by the parties to speak for them. Otherwise you would have a dispute coming to the mediation board, and what would the mediation board do with a question of right of representation? Then we would have to refer that over to another board, to the unfair practices tribunal, and wait until that tribunal had taken the evidence and action necessary and handed down a judgment, and only then could mediation be started. But the whole purpose of mediation, and the necessity of it, is to deal immediately and promptly with the question, and not let it fester and let the disagreement get worse.

In the railroads there are six shop crafts, all independent organizations, but for intelligent handling of shop problems, which are all more or less interwoven, the employees themselves have established a Railway Employees Department of the American Federation of Labor which federates these shop crafts so they can go in and negotiate as a whole. All that was intended, and the only purpose of another provision criticised by Dr. Leiserson is that if you have several organizations with a common interest, and they want to go into separate negotiations, which are just as confusing as majority and minority representation, the board would have an opportunity of saying: "You should have a common representation in this matter which is of common interest and where you are going to make contracts which must necessarily have a common end and purpose."

Another matter which Dr. Leiserson has complained of is our provision in the bill that an individual who has a grievance shall be permitted to settle it himself, and he doesn't have to let the organization settle it for him. Dr. Leiserson is so enamored of the National Labor Relations Act that I would like to read you what that act says: "... providing that any individual or group of employees shall have a right at any time to present grievances to their employer."

What is the use of presenting a griev-

ance if you haven't a right to settle it? All that we have provided in this act is that an individual employee or group of employees shall have the right individually or as a group to adjust with management any Class Three grievance independently without the interference or presence of any other person. That doesn't prevent an organization which holds the contract from presenting its view to the management as to the proper interpretation of the contract. That doesn't prevent the organization from objecting to an interpretation of the contract and insisting on its being changed, because that is a part of the collective-bargaining process.

I am not surprised that the officials of some organizations—I know it isn't true of all of them—have so much of a power complex, so much the love of tyranny, that they want to have complete control of everything that the members do, even though it is something very personal with a member. I don't think that is good Americanism, and I think this provision is.

NEED FOR OTHER CHANGES

Dr. Leiserson has objected that we have reopened the question of interstate commerce. We have. We frankly endeavored to narrow the jurisdiction of the Federal Government because we think it has gone entirely too far. That is just a debatable issue.

It is said that we have a naive faith in compulsion. It is an interesting problem. All law is compulsory. The compulsion of the law is now about 90% against the employer. Penalties in the Wagner Act are all against the employers—freedom of the unions to coerce by strikes, monopoly controls—all against the employer. Apparently the only objection that Dr. Leiserson and others find to compulsion is compulsion against a labor organization, and they think we are naive because we think that when there is compulsion of the law in industrial disputes it ought to apply to both parties.

There are a lot of minor criticisms of the act. They claim the Wagner Act is clear and we have confused it. We didn't think the Wagner Act clear. Some 600-odd decisions in the courts don't indicate that it is very clear. We think administrative constructions under it have often been strange, and the courts have sustained those on the grounds that an administrative body has made them, and the courts should not interfere. We tried to make the language more clear. If the law happens to be wrong, why shouldn't we change the law? I say we are ready and rotten ripe for some changes.

Matthew Woll

Vice President, American Federation of Labor

AMERICAN labor today, as we all know, is passing through what the newspaper and radio commentators refer to as a labor crisis. The President hurries back from Missouri to take up this pressing problem; much-needed coordination is announced for the labor bureau and agencies in the federal capital, and generally, there is a breath-taking atmosphere about the whole thing.

I am certain that if the top leadership in management and the top leadership in labor had been encouraged to work out a feasible, practical, workable plan of reconversion, many of the difficulties which confront us today would have been solved. We do not have this ideal solution today because labor-management relations instead of being constantly simplified, were made more complex during the years of war. Each problem gave birth to a new agency or bureau, until even lawyers themselves found it difficult to find their way through the maze of conflicting authorities and legislation. This unfortunate situation was further complicated by a rash of directives and Executive orders which supplemented former democratic processes.

All of us who have an inside knowledge of how modern industry operates know that in the vast majority of cases, I should say in 95% of the cases, there exists a harmonious relationship between labor and management. This is so because without this harmony, without this understanding between labor and management, chaos would exist in our industrial society. Production would fall off. But we have every evidence that this is not the case.

In thousands of plants throughout the country in hundreds of industries, there are labor-management committees, grievance committees and other groups which are dedicated to a smooth functioning of labor and management. But just as a happy marriage is no news, so a happy functional relationship between labor and management does not make the headlines. It is the occasional strike, it is the breaking off of relations, it is the lone picket line which makes page one. And the problem which confronts us in the immediate future is to extend the benefits of intelligent, cooperative labor relationships to step the figure up from 95% to 100%.

In discussing the dangers which might arise from conflict between this 5% of labor and management, Judge Schwellen-

bach, our new Secretary of Labor, warned that this interim period in the reconversion crisis contained several dangerous possibilities. He said: "It is during this period that panic results, and if employers seize upon it as a chance to reduce wages or break labor unions, or if union leadership fails to recognize its responsibility to minimize strikes, we might easily so delay reconversion as to destroy the rosy prospects which our basic financial and economic situation presents."

IMPORTANT LEGISLATIVE PROPOSALS

The reconversion period, through which we are now passing has given rise to a number of legislative proposals affecting labor and industry. Some of these proposals are helpful to labor; some are harmful.

Full-employment Bill

One of the important measures under consideration by Congress is the so-called full-employment bill. It will vitally affect not only organized labor but every segment of our national economy. Objectives of the bill have been subjected to a vast amount of misrepresentation and to frantic opposition in some quarters. But it is simple.

It specifies that every American able and willing to work is entitled to a job. Private enterprise is primarily and principally called upon to provide such jobs. If unable to do so, for whatever reason, our Federal Government is obligated to step in and help furnish useful, wealth-creating work.

The bill directs that the President prepare a national production and employment budget. This budget shall set forth (1) the estimated size of the work force; (2) the estimated volume of investment and expenditure by private enterprise, consumers, federal, state and local governments necessary to produce the gross national product necessary to maintain full employment; and (3) the estimated volume of prospective investment and expenditure.

In case the national budget indicates a deficit in the expenditure and investment program, the President is directed to prepare recommendations for encouraging nonfederal investment and expenditure as well as recommendations for legislative plans to overcome the prospective deficit.

Such a program may include but need not be limited to current and projected federal policies and activities with reference to banking and currency, monopoly and competition, wages and working conditions, foreign trade and investment, ag-

riculture, taxation, social security, the development of natural resources, and such other matters as may directly or indirectly affect the level of nonfederal investment and expenditure.

Kilgore Bill

Another important piece of legislation now pending before Congress is Senate Bill No. 1274, known as the Kilgore bill. The preamble tells its story and it reads as follows: "A bill to amend the war mobilization and reconversion act of 1944 to provide for an orderly transition from a war to a peacetime economy through supplementation of unemployment compensation payable under state laws . . ."

A most forceful and extended argument in favor of the passage of this bill has been presented by President Truman in his most recent message to Congress wherein he made a most complete, clear and succinct analysis of the bill.

In his message he goes on to say: "No matter how rapidly reconversion proceeds, however, no amount of effort or planning will be able immediately to provide a job for everyone displaced from war work. Obviously, displaced war workers cannot find jobs until industry has been regeared and made ready to produce peacetime goods. During this lag the government should provide help. The cost of this transition from war to peace is as much a part of the cost of war as the transition from peace to war, and we should so consider it."

Housing

We are also interested in the immediate adoption of the Wagner Postwar Housing bill. This legislative proposal is designed to create millions of new jobs through a ten-year program of urgently needed home construction. This program, if approved, is to be carried on almost entirely by private initiative.

Then, too, to correct substandard conditions which are a blight on the national economy, the American Federation of Labor calls upon Congress to enact pending legislation which would lift minimum wage levels immediately to a rock-bottom of 65 cents an hour and establish a 75-cent floor for hourly rates of pay in interstate industry at the end of three years.

Social Security

Finally, we favor the enactment of the long-delayed Wagner-Murray-Dingell bill which would bring a stronger measure of social security to the American people by broadening coverage of old-age and survivor's insurance, placing unemploy-

ment compensation on a uniform, national basis and offering the humane benefits of health insurance to the great masses of our people for the first time.

HATCH-BURTON-BALL BILL

The foregoing bills are on the positive side of the legislative ledger. On the negative side we have the so-called Hatch-Burton-Ball bill, a 10,000 word bill recently introduced by those Senators and purporting to deal with labor relations. Despite the measured legal tones in which the proponents of the bill have stated their case, underneath it all there is an intellectual hysteria, there is a resentment against labor, there is a desire to cripple the American labor movement. Let's be blunt about it.

We all remember the hysterical mood in which the Smith-Connally bill was enacted into law. It was directed against the labor movement. It was designed to make strikes difficult, if not impossible, but it had the very opposite effect. It actually defeated its own purpose and legalized strikes during wartime. What is more, it placed the Federal Government in the laughable position of having to bear the costs of taking a strike vote among the members of any union which so desired, as long as it conformed to the law and gave thirty days' notice. And now not a few of the many who supported the Smith-Connally Act are today paying the price for its enactment.

Regardless of what the sponsors claim or intend for the Hatch-Burton-Ball bill, it is most destructive of labor's fundamental rights. It vests in employers a large measure of domination over workers and their unions. It establishes compulsory arbitration of matters vitally affecting the welfare of American workers, a device which by its very nature must lead to compulsory servitude for employees and regimentation for employers. It virtually destroys the union shop; it suspends the Norris-La Guardia Act and brings back "government by injunction." It establishes a so-called code of unfair labor practices which shackles the workers in their efforts to organize. It is an entirely vicious bill, one of the worst anti-labor bills ever introduced in Congress.

The bill, as stated, is divided into two sections or titles. Under the first title, a new Federal Labor Relations Board, consisting of five members, is established to administer conciliation and arbitration or various types of labor controversies and to handle representation cases. The second section establishes another board called the Unfair Labor Practices Tribunal, consisting of three members. The

function of this board is to investigate and prevent various unfair labor practices as defined in the act and is applicable to employers, employees and unions. The present unfair labor practices sections of the National Labor Relations Act are repealed, as are its provisions relating to "representation" cases.

The provisions under the first section of the act relating to conciliation, arbitration and the settlement of questions of representation are claimed to be modeled after the Railway Labor Act, but in reality are far different. For instance, the proposed bill contemplates establishment of industrial or plant units in preference to craft units, and permits the settlement of grievances relating to employer disciplinary action or the interpretation of an existing collective-bargaining agreement by individuals without the presence or assistance of the certified bargaining representative.

Labor's Objections

The proposed bill outlaws strikes, picketing or boycotting, or any other form of economic action in connection with any type of controversy, regardless of its nature, until all means for settlement provided for in the act have been exhausted. Under the procedures described in the act, final settlements may take as long as several years. Yet employees are forbidden to take any action whatsoever even in respect to such a matter as a wage cut or an alleged discriminatory discharge for an indefinite period.

Further, the proposed bill of Hatch, Burton and Ball provides that major controversies involving matters as vital to workers as wages, hours and working conditions (as distinguished from grievances arising under existing contracts) may be sent to compulsory arbitration by the duly created board if the board, without a hearing, finds that the controversy affects public interest by a possible infliction of a severe hardship upon a substantial number of persons. The award of the arbitrators is binding upon the parties for a period of two years and resort to economic action is prohibited during this entire period.

Contrast this with the provisions of the Railway Labor Act where even in as important and vital an industry as railroads, strike action is prohibited only for a period of thirty days, and the award of any board of arbitration is not made binding upon the parties.

It may be asked just what are labor's objections to compulsory arbitration. The answer is quite simple. In this country, as in any country whose heritage is free-

dom, individual workers insist upon the right of determining for themselves matters so vital to their welfare, health and very existence as the wages which they will receive for a day's work, the hours which they will be required to be employed, and the conditions under which they are obliged to work. For such matters to be determined for them by third parties or by the government, under compulsion that they continue working under conditions so prescribed, can lead only to involuntary servitude. If freedom means anything, it means that workers shall have the right to give their labor under conditions and under terms determined by themselves and not by others, and I am very happy to hear Mr. Richberg say that this is a debatable question and that it was only incorporated in order to give thought to the matter.

Under the unfair labor practices section of the proposed bill, all the present unfair labor practices sections of the National Labor Relations Act are repealed, and eleven new unfair practices, applicable to employers, employees and unions, are set up in their place. As far as protection from employer unfair labor practices are concerned, it is impossible to state whether employees can expect the same protection as they have under the National Labor Relations Act because entirely new language is used, which may or may not give such protection.

The scope of the Wagner Act would be greatly narrowed by restricting the jurisdiction of the proposed act to controversies which directly and substantially affect interstate commerce and by the exemption of employees of employers employing less than twenty persons. These restrictions would remove the benefits and protections of the Wagner Act from hundreds of thousands of employees now enjoying them.

Unfair Labor Practices

Of the unfair labor practices of employees or unions, the following are most significant:

Under Section 8 (a) (4): "Discriminating against the other party or its associates or representatives because of any lawful activity in support of its or their interests" is an unfair labor practice. This section might very well be construed to prevent peaceful economic pressure in furtherance of a union's legitimate demands. And bear you in mind, if this bill becomes a law, it will not be what the drafters of the bill have in mind or intended; it will be then a question how these words shall be construed by those given the power of enforcement.

Under Section 8 (a) (6), it is made an unfair practice for an employee or a union to interfere with the "functioning of an employer or labor organization." Including labor organizations does not lessen the fact that this constitutes a sweeping and unqualified prohibition against any form of economic activity on the part of a union which can be said to interfere with the functioning of an employer, regardless of the justifiableness of the dispute or the aggravation of the employer.

Section 8 (a) (7) literally makes it an unfair practice for an employee to give financial aid to a labor organization. Either the act is carelessly drafted, or the sponsors would prohibit the payment of dues.

Section 8 (a) (8) would prohibit a closed shop or other union-security agreement unless (a) the union has been chosen by 75% of those in the unit; (b) 75% of the employees in the union are actual members and continue to be actual members of the union holding the union-security agreement; and (c) 60% of the employees in the unit have ratified and adopted the union-security agreement. These percentages are percentages of all in the employment unit, not merely of those actually voting, as is the rule under the 50% requirement of the National Labor Relations Act, or as is the rule in all political elections. This, of course, would make it virtually impossible as a practical matter to obtain union-security agreements in newly organized industries or to extend the coverage of union-security agreements to an entire trade or industry.

In activities wherein the act would be applicable to the building trades industries, this provision would be particularly harmful, because under their practice of supplying skilled craftsmen upon short notice for jobs of short duration, it would be a physical impossibility to take the necessary votes under the bill. The closed or union shop would be virtually eliminated in that industry, as well as in other industries where similar practices prevail.

In addition, the bill requires that the labor organization holding the union-security agreement admit all applicants to membership on the same terms as existing members. This might well destroy the seniority principle, or abrogate differences within the union based upon degrees of skill among members.

Under Section 8 (a) (9) it is an unfair practice for any employee or labor organization to engage in "interfering with the functioning of an employer's management organization by interrupting, disorganizing, or delaying the performance of work by employees in order

to compel the immediate adjustment of alleged grievances, or to compel other managerial actions, or to prevent the enforcement of managerial directions or policies, or otherwise to hamper or embarrass an employer, or supervisory employees, in exercising the normal and reasonable authority of management which is essential to the fulfillment of management obligations to consumers, investors, and workers whose welfare depends on the continuous, reliable, and efficient production of goods and services. . ."

The dangers of this extreme provision are obvious. Under it, as before stated, the union's right to take economic action for the protection and interests of its membership is effectively foreclosed, and the employer is given a virtual *carte blanche* to establish and put into effect such policies and practices as it may choose. It is difficult to envision a stronger proemployer provision and a harsher antilabor provision.

The American Federation of Labor will exert every effort to defeat its passage.

RESTRICTIVE STATE MEASURES

In addition to such restrictive federal legislation as the Hatch-Burton-Ball bill, a number of violently antilabor measures have been proposed and passed by the state legislatures during the past three or four years. The deluge of such enactments that swept through the states, particularly in the South and West, has, however, considerably subsided. This is partly owing to the institution of court suits by the American Federation of Labor challenging the constitutionality of such laws. Most of these suits met with success in the courts. As a result, the decisions afforded an effective deterrent to the further passage of such laws as Colorado once passed requiring the compulsory incorporation of unions (but not employers) and reserving to the state, in its unlimited discretion, the power to deny labor organizations the very right to exist.

One other legislative proposal deserves mention before closing. That is the attempt by the American Federation of Labor to obtain an amendment to the National Labor Relations Act, requiring recognition of the right of craft employees to vote as a craft or crafts in the selection of a bargaining representative. The New York Labor Relations Act, as well as the labor relations acts of a number of other states, and the Railway Labor Act do so require; the National Labor Relations Act gives the National Labor Relations Board complete discretion to overlook the desires of craft employees in the establishment of bargaining units.

THE AFL POSITION

The American Federation of Labor, in season and out, since the day of its inception, sixty-odd years ago, has always been an advocate of economic voluntarism, or free enterprise, as it is called. But there can be no freedom, whether it be economic or political, unless men freely get together.

We must avoid trying to write laws to cure what is troubling us before we even find out what is causing the trouble and

attempt to eliminate the cause. Together, employers and workers, management and labor, must build a framework in broad general terms which will provide for collective bargaining, mediation, conciliation and voluntary arbitration where necessary. Such a voluntary structure should come preferably upon the initiative of employers and workers and their respective associations, and without resort to governmental agencies, but may come within a national policy with a federal

agency assisting the parties in adopting standards and practices in the best interest of all, including the public.

It is in this spirit, the spirit in which the constitution of our country was conceived and written, that we must travel the road to peace, to plenty and to industrial harmony. There is no other way if we are to remain free. All attempts at regimentation, no matter how cleverly disguised as democratic legislation, will lead us to totalitarianism.

Trends in Collective Bargaining

Meals and Lodging Allowances

Under the terms of a recently negotiated contract between the Buffalo-Niagara Electric Corporation and the International Brotherhood of Electrical Workers (AFL), employees need not provide for themselves more than one meal during any single period of work. The company and union agree that when an employee is required to work for more than an hour and three quarters beyond his scheduled period of straight-time work the company shall furnish a meal or cash allowance of \$1.00.

Midnight shall be considered as a customary meal time for day workers when required to work at night, provided the anticipated period of work is five hours or more. It is also agreed that allowances will be made for meal periods at approximately five-hour intervals during the overtime period; no allowance will be made for a meal at the end of a period of work if the work terminates reasonably near a customary meal time.

Employees shall not receive an extra allowance for a half-hour meal period as time worked if:

"a. The meal is provided at the termination of the overtime work;

"b. A cash allowance is granted in lieu of an unattainable meal;

"c. The nature of the overtime work is such that the employee must eat 'on the job' (this provision does not apply to certain coal-handling operations);

"d. The meal is provided prior to an evening safety meeting.

"During inclement weather, transportation facilities will be furnished to field crews when required during the noon hour so employees may travel on their own time to and from a near-by place to obtain meals when engaged in

work away from normal headquarters. . . .

"The company shall defray moving expenses whenever regular employees are required to move from one territory to another for appreciable periods of time. Three dollars per calendar day shall be granted during the time it is necessary for them to establish temporary residence outside the regular operating area to which they are assigned. . . . These provisions shall not apply when a transfer from one territory to another is arranged in compliance with a request from an employee."

A Union-shop Clause

There seems to be an increase in the number of union-security clauses in union contracts. An AFL federal local has a clause in its agreement with the Kleinert Rubber Company which stipulates that the union is to maintain a list of persons who have been certified by the company as suitable for employment. The company is to be free to interview any person who applies for work and shall, from time to time, give the names of qualified applicants to the union. The company also will interview any applicant sent by the union, and preference in hiring is to be given to former employees and those recommended by the union. Second preference is to be given to residents of the area in which the plant is located.

The company will not retain in its employ any worker who is not a member of the union. Employees who hold temporary work permits issued by the union are on probation for two weeks, and for eight weeks following may be discharged by the company without review by the union.

The company has a right to assume that an employee has become a member of the union or holder of a temporary work per-

mit at the end of a two-week probationary period, unless the union shall notify the company that such is not the case. The union agrees that it will not reject for membership the application of any employee and will not set up rules which will prevent the company from increasing the number of its employees as production needs increase. Temporary work permits are to be issued to new employees during peak production periods. Employment eight months out of the year is sufficient to change a temporary employee into a regular employee.

British Social Program

The seventy-seventh annual convention of the British Trade Union Congress held in September, 1945, took up the question of guaranteed wages as well as the forty-hour week. The work week in most collective-bargaining agreements in Britain is set at 47 or 48 hours. The Amalgamated Engineering Union came out for maintenance of labor-management committees during the peace period on the ground that they enable the workers to contribute "their equal share of brain to management."

In discussing the issue of "compensation for nationalized industries," the congress maintained that "the most satisfactory basis of evaluation for any industry taken over by the state was reasonable net maintainable revenue." On the question of unification of all seven transportation services—rail, canal, road haulage, road passenger, ports and docks, coastwise shipping, and internal airways, it was felt that they should be operated as one system, with each assigned the traffic most appropriate to it. As far as possible, surplus capacity should be determined by strategic operating and social requirements

only and should not occur "incidentally as a by-product of a competitive struggle."

In addressing the delegates, Prime Minister Attlee stated:

"We shall require to use all our inventiveness, all our power of organization, and to work hard to recapture and then increase our standard of life. There is today in this country, among people of all classes, a realization that this can only be done by the effort of all and by planned direction on the part of the government. There will have to be much improvisation and adaptation, and I am sure that in this work trade unions will bear their full part."

This "cooperative commonwealth program" of the British Trade Union Congress is not a new one, and a greater political homogeneity seems to exist among their trade unions than in most American labor unions.

Transfers and Seniority

A CIO textile union contract with the Ensign-Bickford Company states that an employee who is temporarily transferred from one job to another for which he is qualified "at the request of management and for the convenience of the company" shall be paid the base rate of the job from which he came or the base rate of the new job, whichever is higher.

An employee who is transferred from one job to another so that he will not be laid off owing to lack of work shall receive the rate of the new job or a learner's rate if he does not know the new job. The test as to whether the temporary transfer is for the company's convenience shall be on the basis of the company's willingness to allow the new employee to be laid off rather than take a new job. A permanently transferred employee shall receive the rate of the job to which he is transferred, along with premium earning possibilities, or the learner's rate if he does not know the job.

Demotions and Seniority

Reduction in the working force is based upon departmental seniority, under the terms of a California oil industry (CIO) contract. An employee may be transferred to any plant unit in the same department on the basis of his departmental seniority with the right to outrank any employee in the unit with less departmental seniority. Demotions from an interdepartment common job may be made to any other interdepartment common job of equal or lower wage based upon refinery seniority, with the right to outrank any

employee in the interdepartmental job with less refinery seniority. A transferred employee may request in writing a return to his former department, and such request shall be granted, based on his seniority in the former department, when an opening occurs.

Discipline

A collective-bargaining agreement in a midwestern bank gives the institution the right to discharge an employee through written notice to the employee. If, following an investigation, it is proved to the controller or executive vice president of the bank that the employee has been unfairly dealt with, he shall be restored to his former status and paid for any time lost. The union may, at all times, handle the discharge or discipline administered as a grievance if it feels that the action of the bank has been unfair or unreasonable.

Should the grievance of the discharged employee be submitted to arbitration, the bank has the right to require the employee on whose behalf the arbitration is requested to stipulate that nothing that takes place, or is involved in connection with such proceedings, shall be used as evidence by such employee directly or indirectly in any civil action against the bank.

Discharge of an employee as a result of an order of a government representative having the authority to issue such order shall not be subject to arbitration under the terms of this particular collective-bargaining agreement.

An Area Wage Policy

A metal trades company has incorporated a clause into its contract with the bargaining unit which states that the employer's policy is to pay wages equal to those that prevail in the area for similar work under comparable conditions. However, when determining the wages of individual employees the employer takes "into consideration the necessary job-rating qualifications." A fair and equitable basis of wage adjustment is to be established in order to minimize wage inequalities among employees and to establish "equal pay for equal work, regardless of sex." The union reviews the jobs offered by the employer and the rates set by him. Wage increases within labor-grade brackets can be granted for merit upon recommendation of the supervisor. The recommendation goes to a committee which reviews all wages periodically.

A new employee who is hired for a cer-

tain rate of job but has not had sufficient experience to qualify for it may be employed in the learner capacity at the minimum rate. A learner in a classification below the minimum of the rated-job bracket is entitled to receive an increase of 5 cents an hour within two months after being classified, and so on until he reaches the maximum wage of the bracket. If the learner does not qualify for the job he will be notified and either transferred to another job or be released. A new employee within the labor-grade range may receive increases for merit.

Labor in Japan

The *Monthly Labor Review* of the United States Department of Labor in its October, 1945, issue reports that trade union organizations in Japan from 1921 onward grew in size and prestige. However, Japanese unions were never "free unions" in the Western sense of the word. The most powerful union was of seamen. The Japan Trade Union Council, which had 263,914 members in 1936, was the most successful as a national federation. In March, 1936, there were 122 collective-bargaining agreements embracing 136,000 union members, 117,000 of whom were seamen. The first collective-bargaining agreement was negotiated by a Japanese seamen's union in 1928.

The report indicates that in 1937 the Japanese Government began transforming trade unions after the Nazi-plan of patriotic labor organization, with all workers in an enterprise grouped into one body, with the manager as leader. Co-operatives have been favored but have been controlled by the government and few of them it seems have been genuinely independent. Large employers, it is reported, were well organized and centralization of industry was on the increase up to World War II.

The first labor disputes act was passed in 1926, and two years later, a special tribunal was formed to handle disputes in the maritime industry. This law provided for compulsory arbitration through a government-appointed board made up of employer, worker and public representative. The Tenancy Disputes Conciliation Act of 1924, which was the first national legislation for settlement of disputes by conciliation boards, was extended in 1928 to cover industrial disputes.

Current reports from Japan indicate a growing number of labor disputes, particularly among seamen.

ABRAHAM A. DESSER
Management Research Division

Chronology of Labor Relations

October

3 *Lithographers Leave AFL*

The Amalgamated Lithographers of America, with membership of 20,000, withdraw from the AFL in protest against being part of the printing pressman's union and the photo engraving union, under whose jurisdiction they were placed as long ago as 1915.

4 *Disabled Veterans Total 2,500,000*

Millard W. Rice, National Service Director of the Disabled American Veterans, estimates that 2,500,000 servicemen were disabled by wounds, disease or accidents in World War II. Of that number, 250,000 are totally disabled.

Retail Employees Get \$21 Minimum Wage

Edward Corsi, Industrial Commissioner of New York State, directs retail merchants to pay full-time employees at least \$21 a week. The order adds \$6 million to the yearly payrolls.

5 *Four-hour Phone Tie-up*

Service on all lines of the Bell Telephone System is disrupted for four to six hours as approximately 200,000 operators, maintenance and miscellaneous workers demonstrate strength of National Federation of Telephone Workers.

World Labor Union Formed

In Paris, labor delegates of sixty-five nations approve a tentative constitution creating the World Federation of Trade Unions.

Average 1944 Income \$2,310 per Worker

Department of Labor figures show total wages and salaries paid during 1944 amounted to \$98,131 million, or double the amount paid in 1939. The 1944 figure represented an average of approximately \$2,310 per worker.

Navy Takes Over Refineries

President Truman orders the United States Navy to take over and operate 26 strike-bound oil refineries after their failure to arbitrate CIO's demand for a 30% wage increase.

8 *CIO Buys Radio Time*

American Broadcasting Company and CIO sign contract providing network time for four 15-minute programs for the discussion of public issues relating to labor. Philip Murray will be featured in the series.

12 *Ten-year Peace for Building Service Union*

George Frankenthaler, as arbitrator, sets up plan to keep peace between New York realtors and Building Service Employees International Union (AFL) for ten years. Realtors meet union demands for 46 hours' pay for 40 hours' work.

15 *State Seizes Transit Lines*

Governor Tobin of Massachusetts orders commonwealth to take over the Eastern Massachusetts Street Railway Company lines after wildcat walkout of 1,675 operators and maintenance men, halting transportation for 660,000 riders in sixty-four cities. Transit lines workers defy order by voting to continue strike and their demands for a pay increase from 97¢ an hour to \$1.25 and a 40-hour week.

17 *Workers By-pass Union Officers*

Members of CIO United Steelworkers by-pass local's officers in settlement of unauthorized five-day strike called by union officers at St. Louis Car Co., and appoint advisory committee which takes over virtually all the local's authority.

18 *Lewis Calls Off Coal Strike*

The eight-day strike of 216,000 soft-coal miners is halted when John L. Lewis orders men back to work. Strike had caused a critical slump in steel production as blast furnaces began closing down for lack of coal.

19 *New York Port Strikers Return*

After 18-day strike which tied up New York harbor shipping and delayed redeployment of troops, NMU accedes to the rank-and-file revolt against Joseph P. Ryan, President of the International Longshoremen's Association. No settlement is reached in British dock strike which began eleven days ago and is affecting principal ports. Houston, Texas, and Singapore ports are also experiencing walkout of longshoremen.

21 *Higgins Defies WLB*

Andrew Higgins refuses to accept WLB order extending contract with AFL in disputed representation claim of New Orleans Metal Trades Council (AFL) and Union of Marine and Shipbuilding Workers of America (CIO).

Wilson Proposes 45-48 Hour Week

In reply to UAW demand for 30% wage increase, Charles E. Wilson, President of General Motors, asks labor to accept a work week of 45 to 48 hours during postwar adjustment period, with an increase of 5% to

8% in hourly wage rates. Overtime, under proposed plan, would begin after 45 hours.

24 *SKF Sues Union, UAW Sues Industry*

SKF Industries, Inc. files suit for \$2 million damages against Local 2893, United Steelworkers of America (CIO), charging violence in picketing. Two days earlier, William C. Grant, organizer of the UAW, filed a \$100,000 libel suit against Thompson Products Company charging falsification of facts in company bulletin.

United States Steel Refuses Wage Raise

United Steelworkers' (CIO) demand for wage increase of \$2 a day is refused by the United States Steel Corporation on ground that steel ceiling prices, now set at approximately prewar level, do not permit further wage increases.

25 *Picketing Ends at Airport*

Nine hundred striking maintenance and mechanical workers of American Airlines are ordered to discontinue picketing of company hangars at La Guardia Field pending preliminary discussion by union and company officials and National Mediation Board. Strike was outcome of jurisdictional dispute between UAW and Transport Workers Union, both CIO affiliates.

Advocates 65¢ Wage Minimum

Labor Secretary Schwollenbach proposes immediate wage-minimum increase to 65¢ an hour, with subsequent rise to 75¢. R. W. Johnson, Chairman of the Board of Johnson & Johnson, also advocates \$30 weekly minimum wage.

Steelman Assistant to President

President Truman announces appointment of Dr. John R. Steelman, former head of United States Conciliation Service, as his special assistant.

30 *Film Strike Ends*

Seven thousand film studio workers, on strike since March 12, return to work following settlement of AFL jurisdictional dispute. Painters union wins election. Samuel Goldwyn offers to sell employees 50% stock in reorganized company.

Urges Repeal of Antistrike Act

Military Affairs Committee recommends repeal of the War Labor Disputes Act (Smith-Connally act) and substitution of legislation restricting political action of unions and heavy penalties for violation of no-strike clauses.

SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, Unless Otherwise Indicated

		1945							Percentage Change	
Item	Unit	Oct.	Sept.	August	July	June	May	Year Previous	Latest Month over Previous Month	Latest Month over Year Previous
Clerical salary rates										
Billing machine operator.....	mode in dollars	....	....	....	....	....	28a	....	....	....
Calculating machine or compt' ter operator.....	mode in dollars	....	....	....	....	....	28a	....	....	....
Office boy or girl.....	mode in dollars	....	....	....	....	....	20a	....	....	....
Stenographer.....	mode in dollars	....	....	....	....	....	30a	....	....	....
Telephone switchboard operator.....	mode in dollars	....	....	....	....	....	30a	....	....	....
Senior copy typist.....	mode in dollars	....	....	....	....	....	28a	....	....	....
Cost of living										
Food.....	1923=100	112.8	112.9	113.9	114.9	114.8	112.7	110.8	-0.1	+1.8
Housing.....	1923=100	91.0	91.0	91.0	91.0	91.0	91.0	91.0	0	0
Clothing.....	1923=100	94.9	94.6	94.6	94.6	94.7	94.9	93.6	+0.3	+1.4
Men's.....	1923=100	103.9	103.9	103.9	103.8	103.8	104.1	102.4	0	+1.5
Women's.....	1923=100	85.8	85.3	85.3	85.3	85.5	85.6	84.8	+0.6	+1.2
Fuel and light.....	1923=100	97.4	97.4	97.5	97.3	96.3	96.2	95.8	0	+1.7
Electricity.....	1923=100	66.9	66.9	66.9	66.9	66.9	66.9	66.9	0	0
Gas.....	1923=100	94.5	94.5	94.5	94.5	94.5	94.5	94.5	0	0
Sundries.....	1923=100	115.4	115.3	115.4	115.3	115.5	115.5	114.2	+0.1	+1.1
All items.....	1923=100	106.3	106.2	106.6	106.9	106.9	106.2	105.0	+0.1	+1.2
Purchasing value of dollar.....	1923 dollars	.941	.942	.938	.935	.935	.942	.952	-0.1	-1.2
All items (BLS).....	1935-39=100	....	128.9	129.3	129.4	129.0	128.1	126.5	-0.3	+1.9
Employment and unemployment										
Employment over economic labor force.....	thousands	....	p 5,498	p 7,233	r 7,770	8,244	7,641	r 9,329	-24.0	-41.1
Total employment.....	thousands	....	p 61,835	p 63,544	r 64,053	64,496	63,868	r 65,337	-2.7	-5.4
Agriculture, forestry, fishing.....	thousands	....	p 11,148	p 10,930	11,027	11,220	10,675	r 11,623	+2.0	-4.1
Total industry.....	thousands	....	p 17,749	p 19,420	r 19,685	20,049	20,228	r 21,299	-8.6	-16.7
Manufacturing.....	thousands	....	p 11,580	p 13,196	13,465	13,843	14,109	r 15,214	-12.2	-23.9
Trade, service, miscellaneous.....	thousands	....	p 32,938	p 33,193	r 33,346	33,227	32,965	r 32,415	-0.8	+1.6
Strikes (BLS)										
Beginning in period.....	number	....	p 550	p 410	500	485	425	408	+34.1	+34.8
Workers involved.....	thousands	....	p 455	p 220	290	292	310	207	+106.8	+119.8
Total man days idle.....	thousands	....	p 3,650	p 1,350	1,500	1,725	2,025	786	+170.4	+364.4
Turnover rates in manufactur'g (BLS)										
Separations.....	per 100 employees	....	p 11.4	r 17.9	7.7	7.9	7.0	7.6	-36.3	+50.0
Quits.....	per 100 employees	....	p 6.5	6.2	5.2	5.1	4.8	6.1	+4.8	+6.6
Miscellaneous.....	per 100 employees	....	p .2	.3	.4	.4	.4	.3	-33.3	-33.3
Discharges.....	per 100 employees	....	p .6	.7	.6	.7	.6	.6	-14.3	0
Layoffs.....	per 100 employees	....	p 4.1	r 10.7	1.5	1.7	1.2	.6	-61.7	+533.3
Accessions.....	per 100 employees	....	p 7.3	r 5.9	5.8	5.9	5.0	6.1	+23.7	+19.7
Wage earners										
All manufacturing industries (BLS)										
Earnings, hourly.....	average in dollars	....	....	1.025	r 1.032	1.038	1.042	1.016	-0.7	+0.8
weekly.....	average in dollars	....	....	41.81	45.42	r 46.32	46.02	45.88	-7.9	-8.6
Hours per production worker.....	average per week	....	....	40.8	44.0	44.6	44.1	45.2	-7.3	-9.4
Twenty-five manufacturing industries										
Earnings, hourly.....	average in dollars	....	1.089	r 1.103	1.106	1.111	1.100	1.080	-1.3	+0.8
weekly.....	average in dollars	....	45.99	r 47.73	49.00	50.33	49.62	49.42	-3.6	-6.9
Hours per production worker.....	average per week	....	42.4	r 43.4	44.3	45.2	45.0	45.6	-2.3	-7.0
Employment.....	1923=100	....	105.1	r 119.5	123.2	127.6	130.9	140.4	-12.1	-25.1
Total man hours.....	1923=100	....	90.6	r 105.4	110.9	117.3	119.8	130.2	-14.0	-30.4
Payrolls.....	1923=100	....	181.6	r 214.4	226.8	241.3	244.1	260.7	-15.3	-30.3
Wage-rate increases.....	average per cent	....	5.3	r 4.5	5.3	9.9	5.0	5.4	....	....
Production workers affected.....	per cent	....	1.5	0.4	0.4	1.1	1.3	0.3	....	....
Manufacture and distribution of gas										
Earnings, hourly.....	average in dollars	....	....	....	....	1.035	....	a 1.012	....	+2.3
weekly.....	average in dollars	....	....	....	....	48.11	....	a 46.44	....	+3.6
Hours per wage earner.....	average per week	....	....	....	....	45.9	....	a 45.3	....	+1.3
Generation and distribution of electricity										
Earnings, hourly.....	average in dollars	....	....	....	....	1.154	....	a 1.137	....	+1.5
weekly.....	average in dollars	....	....	....	....	53.29	....	a 51.73	....	+3.0
Hours per wage earner.....	average per week	....	....	....	....	45.5	....	a 45.1	....	+0.9
Class I railroads ¹										
Earnings, hourly.....	average in dollars	....	....	....	....	.983	.975	.982	+0.8	+1.0
weekly.....	average in dollars	....	....	....	....	51.68	51.98	52.04	-0.6	+2.8
"Real" weekly earnings.....	1923=100	....	....	....	....	163.0	164.0	165.3	-0.6	+1.0
Hours per wage earner.....	average per week	....	....	....	....	52.6	53.3	53.0	-1.3	+1.7
Agricultural wage rates per month ² (BAE)										
With board.....	average in dollars	88.00	....	....	89.58	....	....	80.50	....	+9.3
Without board.....	average in dollars	84.00	....	....	85.80	....	....	76.40	....	+9.9
New York City metro. area, eighteen manufacturing industries	average in dollars	95.70	....	....	99.00	....	....	86.80	....	+10.3
Earnings, hourly.....	average in dollars	....	1.092	r 1.129	1.125	1.126	1.126	1.089	-3.3	+0.3
weekly.....	average in dollars	....	47.07	r 51.26	51.30	51.35	51.35	49.77	-8.2	-5.4
Hours per production worker.....	average per week	....	43.1	45.4	45.6	45.6	45.6	45.7	-5.1	-5.7

¹Derived from Interstate Commerce Commission reports.

²As of first day of month.

aJuly, 1944

pPreliminary
rRevised

Strikes and Turnover Rates

THE marked advances in strike statistics which were first evident last April received a further impetus in September. According to the United States Bureau of Labor Statistics, 550 strikes and lockouts began in that month, involving 455,000 workers. These were the largest totals since May, 1944, and May, 1943, respectively. During September there were 3,650,000 man days of idleness because of strikes and this total was the greatest since June, 1943, when the idleness resulted largely from big coal strikes. In this current peak of strike-enforced idleness, the coal industry again occupied a prominent position.

Rumblings of the automobile strikes were loud during October, but actual walk-outs did not occur until November. These important labor disturbances will be discussed in detail in next month's issue of this report.

OCTOBER DISPUTES

According to the press, several thousand machinists went on strike in the San Francisco area on October 29. Only 12,000 actually struck but their action forced idleness upon some 50,000 others. Picket lines of AFL and CIO members surrounded more than two hundred bay-area plants (shipyards, machine shops, foundries,

etc.) in a strike which was reported to have received official support from only the CIO maritime unions. The cause was the now-famous demand for a 30% increase in wage rates to compensate workers for the loss in earnings resulting from reduced hours of work.

Longshoremen Walk Out

Next in size of workers involved was the 18-day strike of longshoremen in the New York Harbor area which resulted from dissatisfaction with contract negotiations. On October 1, about 8,000 organized longshoremen went on strike. By the next day the number had jumped

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Production ² (1935-1939 = 100)	Manufacturing						
	Strikes ¹				Turnover Rate per 100 Employees ¹						
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations ³					Accessions ⁴	
	Number	Workers Involved (Thousand)			Total	Quits ⁴	Miscella- neous ⁴	Discharges ⁵	Layoffs ⁶		
1930.....	637	183	3,317	90	59.65		18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38		11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98		8.34		1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38		10.66		2.49	32.22	65.20
1934.....	1,856	1,467	19,592	74	49.17		10.67		2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74		10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35		13.02		2.63	24.70	52.16
1937.....	4,740	1,861	23,425	113	53.11		14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22		7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71		9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72	
1941.....	4,283	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51	
1942.....	2,968	840	4,183	212	77.66	45.09	15.01	4.66	12.87	91.62	
1943.....	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64	
1944.....	4,956	2,116	8,721	252	81.8	61.0	5.9	7.7	7.2	73.0	
1944 September.....	408	207	786	249	7.6	6.1	.3	.6	.6	6.1	
October.....	430	222	756	250	6.4	5.0	.3	.6	.5	6.0	
November.....	345	201	789	248	6.0	4.6	.3	.6	.5	6.1	
December.....	264	92	387	248	5.7	4.3	.3	.6	.5	5.1	
1945 January.....	240	44	228	248	6.2	4.6	.3	.7	.6	7.0	
February.....	310	109	412	249	6.0	4.3	.3	.7	.7	5.0	
March.....	400	210	860	249	6.8	5.0	.4	.7	.7	4.9	
April.....	450	285	1,330	245	6.6	4.8	.4	.6	.8	4.7	
May.....	425	310	2,025	240	7.0	4.8	.4	.6	1.2	5.0	
June.....	485	292	1,725	234	7.9	5.1	.4	.7	1.7	5.9	
July.....	500	290	1,500	224	7.7	5.2	.4	.6	1.5	5.8	
August.....	p410	p220	p1,350	p198	p17.9	6.2	.3	.7	p10.7	p5.9	
September.....	p550	p455	p3,650	p182	p11.4	p6.5	p.2	p.6	p4.1	p7.3	

Note: For back figures, see *The Conference Board Management Record*, June, 1945, p. 172.

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

⁵A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

⁶A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

⁷An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁸Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

pPreliminary

n.a. Not available.

rRevised.

LABOR DISPUTES ORIGINATING IN NOVEMBER, 1945
Incomplete report based upon information appearing in the press

Organization Affected	Union	Location	Date Begun	Date Ended	Number of Workers Affected	
Manufacturing, Building, and Mining						
Allegheny Ludlum Steel Corporation.....	CIO	West Leechburg, Pa.	10/22	10/23	1,400	¹ Arnold, Logans Ferry and New Kensington, Pa.
Aluminum Company of America.....	CIO	(¹)	1	4	6,500 ^a	² Ramapo-Ajax Division.
American Brake Shoe Company ²	CIO	Detroit, Mich.	11	..	5,525 ^b	³ Belleville, Kearny and West Orange, N. J.
American Locomotive Company.....	AFL	East St. Louis, Ill.	18	..	140	⁴ Camera and instrument division.
American Steel & Wire Company.....	CIO	Schenectady, N. Y.	4	7	8,000	⁵ Production workers.
Armour Fertilizer Company.....	CIO	Donora, Pa.	8	12	3,200	⁶ 5 refrigerator plants.
David Bradley Manufacturing Works.....	CIO	St. Louis, Mo.	16	19	150	⁷ Employees of Libbey-Owens-Ford and Pittsburgh Plate Glass companies' plants at Ottawa, Ill., Shreveport, La., Crystal City, Mo., Mt. Vernon and Toledo, Ohio, Henryetta, Okla., Creighton and Ford City, Pa., Charleston and Clarksburg, W. Va.
Consumers Power Company.....	AFL	Kankakee, Ill.	3	..	900	⁸ Machinists.
Consolidated Vultee Aircraft Corporation.....	CIO	Michigan	18	19	2,250	⁹ AFL-CIO.
The Crosley Corporation.....	AFL	Ft. Worth, Tex.	3	..	8,700	¹⁰ Employees of 15 companies engaged in the production of conveyer belts
Dimling Candy Shops.....	AFL	Cincinnati, Ohio	22	..	1,200	¹¹ Crescent Mine No. 1
Thos. A. Edison, Inc.....	n.a.	Pittsburgh, Pa.	18	..	100 ^c	¹² Coal miners
The Fafnir Bearing Company.....	n.a.	(³)	2	..	2,500	¹³ Employees of 27 shoe factories
Fairchild Aviation Corporation ⁴	CIO	New Britain, Conn.	15	..	300	¹⁴ Strike also closed the Swissvale plant of the Union Switch and Signal Company, a subsidiary
Firestone Tire & Rubber Company.....	CIO	Jamaica, N. Y.	8	..	400	¹⁵ Benwood mill
Fulton Iron Works ⁵	CIO	Akron, Ohio	23	29	15,400 ^d	¹⁶ Service also curtailed in Chicago and Detroit by sympathy strikes of maintenance and mechanical workers
Gaylord Container Corporation.....	AFL	Wellston, Mo.	24	11/2	500	¹⁷ Clerks and cashiers
General Motors Corporation ⁶	AFL	St. Louis, Mo.	1	..	600	¹⁸ Drivers of 36 buses
General Steel Castings Corporation.....	CIO	Dayton, Ohio	1	10/7	13,000	¹⁹ Truck drivers
Glass workers ⁷	AFL	Granite City, Ill.	12	..	1,475 ^e	²⁰ Strike tied up service in 64 New England communities
Glaziers.....	CIO	(⁷)	22	..	15,800	²¹ Bus drivers, conductors and service repairmen
Haskell & Barker Company.....	AFL	Detroit, Mich.	2	..	280 ^f	²² Employees of Beth-El, Beth-Moses and Israel Zion hospitals
Higgins Industries, Inc.....	n.a.	Michigan City, Ind.	3	..	1,000	²³ Bus drivers
Koppers Company ⁸	AFL	New Orleans, La.	29	..	2,000	²⁴ Bus drivers and station employees
Larkin Packer Company ⁹	AFL	Granite City, Ill.	5	6	380	²⁵ Arizona, California, Nevada, New Mexico, Oregon, Texas, and Utah
Lower Colorado River Authority.....	AFL	St. Louis, Mo.	8	18	160	²⁶ Mechanics, porters and other maintenance personnel
Machinists.....	AFL	Texas	1	2	140 ^g	²⁷ Employees of 127 printing job shops
Merck & Company, Inc.....	(⁹)	San Francisco, Calif.	29	..	62,000 ^h	²⁸ Employees on the elevated lines
The Midwest Piping and Supply Company.....	Ind.	Rahway, N. J.	22	..	1,500	²⁹ Employed by the <i>Observer-Dispatch</i> and <i>Utica Press</i>
Millwrights ¹⁰	AFL	St. Louis, Mo.	8	16	400	^a Strike of 4,000 made 2,500 other employees idle
Monroe Calculating Machine Company.....	AFL	Detroit, Mich.	11	..	1,000	^b Strike of 525 workers kept more than 5,000 idle
Motor Products Corporation.....	n.a.	Orange, N. J.	2	..	1,500	^c Strike of clerks and factory workers closed 12 stores
Pittsburgh Coal Company ¹¹	CIO	Detroit, Mich.	19	11/1	2,000	^d Strike of 400 maintenance and engineering employees made 15,000 other workers idle
Pittsburgh Steel Company.....	n.a.	Pittsburgh, Pa.	27	..	200	^e Strike of 275 welders forced 1,200 other employees to be idle
Republic Steel Corporation.....	CIO	Glassport, Pa.	23	10/24	2,619 ⁱ	^f Strike of 30 glaziers affected 250 other employees
Rex Products Corporation.....	CIO	Canton, Ohio	21	..	5,144 ^j	^g Strike shut off power to 24 towns and 25,000 rural subscribers
Shoe workers ¹²	n.a.	Russelton, Pa.	23	28	450	^h Strike of 12,000 machinists made over 50,000 workers idle
S K F Industries, Inc.....	Ind.	New Rochelle, N. Y.	17	23	950	ⁱ Strike of 19 cranimen made 2,800 other employees idle
Westinghouse Air Brake Company ¹⁴	CIO	Brockton, Mass.	25	..	1,200	^j Strike of 144 transportation employees made 5,000 other employees idle
Wheeling Steel Corporation ¹⁵	CIO	Philadelphia, Pa.	1	..	3,200	^k Strike of bus drivers halted transportation for residents of Penn Township, Unity, Universal and Renton, Pa.
Miscellaneous						
American Airlines, Inc.....	CIO	Wilmerding, Pa.	23	27	11,500	^l The 9-hour strike of elevator operators, cooks, bus boys, maids, porters, bartenders and barbers affected the hotel's nearly 4,000 guests
A. S. Beck Company ¹⁷	CIO	Wheeling, W. Va.	8	..	1,600	^m 2,500 longshoremen stayed away from their jobs in sympathy with 1,000 striking warehousemen
Bergen Avenue Bus Lines ¹⁸	CIO	New York, N. Y. ¹⁶	23	11/3	n.a.	
Consolidated Laundry Corporation ¹⁹	CIO	New York, N. Y.	19	..	400	
Deere Brothers.....	CIO	Jersey City, N. J.	25	11/3	70	
Eastern Massachusetts Street Railway Company.....	Ind.	New York, N. Y.	8	10/13	123	
Fifth Avenue Coach Company ²¹	AFL	Pennsylvania	19	..	25 ^k	
Hospital workers ²²	AFL	(²⁰)	13	16	1,800	
Lafayette and Greenville Bus Lines ²³	CIO	New York, N. Y.	2	4	1,000	
Longshoremen.....	CIO	New York, N. Y.	30	..	365	
Longshoremen and dock workers.....	CIO	Jersey City, N. J.	15	11/3	80	
Pacific Greyhound Lines ²⁴	AFL	New York Harbor area	1	10/18	35,000	
Palmer House.....	AFL	Houston, Tex.	5	..	1,800	
Pan American Airways, Inc. ²⁶	AFL	(²⁵)	5	23	2,700	
Printers ²⁷	CIO	Chicago, Ill.	20	20	(^l)	
Toledo, Peoria & Western Railroad.....	CIO	Miami, Fla.	23	..	2,000	
Trainmen ²⁸	AFL	Chicago, Ill.	1	23	n.a.	
Typographical workers ²⁹	Ind.	Peoria, Ill.	1	..	500	
Warehousemen.....	AFL	Chicago, Ill.	24	24	4,300	
		Utica, N. Y.	2	15	n.a.	
		Houston, Tex.	19	11/1	3,500 ^m	

to 15,000, and after a false stop continued to climb to some figure between 35,000 and 60,000. The strike continued despite the fact that the district council of the International Longshoremen's Association (AFL) had unanimously voted to end the unauthorized walkout and the results of its vote had been publicized by

Joseph P. Ryan, president of the international.

More than one hundred ships were initially tied up and as many as four hundred were affected as the strike progressed. Movement of Army and relief supplies was interrupted and incoming ships such as the Queen Elizabeth were unloaded by

Army personnel in order to relieve dock space and thus avoid delays in returning veterans from Europe.

After many delays, conferences, false rumors of the strike's end and mediation by the United States Conciliation Service and Mayor LaGuardia, longshoremen began to return to work on October 13. At

this point, the Seamen's Joint Action Committee, representing three CIO unions and one independent, was reported by the press to be bolstering rebellion among the rank-and-file strikers. Harry Bridges, who successfully opposed Joseph P. Ryan in 1934 on the West coast, came to New York and was reported to have expressed the hope that the ILA would depose Mr. Ryan. By October 16, about 7,000 longshoremen, defying picket lines, returned to work under the protection of a large police guard and serviced a number of ships. Late on the eighteenth, with about 15,000 men back at work, the leadership of the "insurgents" ordered all to return.

Glass Workers Out

Other large strikes included the walk-out of 15,800 glass workers in seven states on October 22. Contract negotiations between the Libbey-Owens-Ford Company

and the Pittsburgh Plate Glass Company and the union broke down the previous week when about 400 workers struck at the Ottawa, Illinois, plant of the first-mentioned company. The companies refused to resume negotiations until the strikers returned and the unions decided to remain on strike until a contract was signed.

Higgins Offers Plants for Sale

Of considerable interest because of possible future repercussions was the strike at three boatbuilding plants of Higgins Industries, Inc., in New Orleans. Andrew J. Higgins, Sr., broke off contract negotiations with an AFL union when the CIO claimed to represent a majority of his employees, saying he declined to negotiate until an election determined the bargaining agent. Following this action, the AFL called out 2,000 workers on October 29 and the plants were closed. On No-

vember 1, Mr. Higgins announced he was closing the plants for good and the next day offered them for sale to the unions or the highest bidder.

TURNOVER RATES

Although there was a decline in the separation rate between August and September, it was still at the high level of 11.4 per 100 employees in the latter month, according to the latest report of the United States Bureau of Labor Statistics.

A drop in layoffs caused the decline, but they remained large in plants producing ordnance, ships and planes. Quits reached a new high of 6.5. In the transportation group, where the figure was 10.2, BLS reports that many of the quits occurred in anticipation of layoffs.

ROBERT A. SAYRE

Division of Labor Statistics

Payroll Statistics in Manufacturing

ALL payroll statistics of the twenty-five manufacturing industries dropped sharply in September, as was to be expected with the ending of the war. Even hourly earnings showed a decline of 1.3% since August. It was the third consecutive month in which all averages (except "real" hourly earnings) dropped. The declines in employment and man hours were the greatest recorded in the years these data have been compiled. Reported wage-rate increases averaged more than in August, but were still only 0.08% for all workers.

EARNINGS

Hourly earnings averaged \$1.089 in September, 1.3% less than the month before and 2% below the peak level reached in June. The large reductions in individual hourly earnings caused by the loss of premium pay for overtime work have been partly offset in the aggregate by the shifts in employment distribution among the labor groups. In August, 25.9% of the workers were women, but in September this percentage dropped to 23.5. At the same time the percentage of skilled males increased from 60.8 to 62.8. Since the skilled males' earnings are, of course, higher than those of the women workers (who are not classified by skill) this shift in the distribution would tend to

raise the average earnings of all workers.

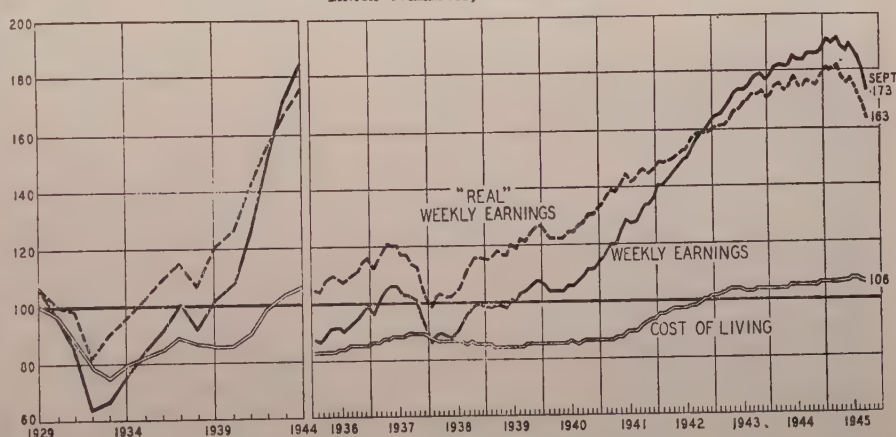
In spite of the declines during the three months since June, hourly earnings in

The average production worker received \$45.99 a week in September, 3.6% less than the month before and a smaller

Average Weekly Earnings in 25 Manufacturing Industries

Source: THE CONFERENCE BOARD

Index Numbers, 1923=100



September were 0.8% greater than in the same month of last year, 51.3% above the average of August, 1939, the month before the outbreak of the war in Europe, and 26.6% higher than in November, 1941, the month before we entered the war. Since January, 1941, the base date of the Little Steel formula, hourly earnings have risen 43.5%.

sum than he had averaged during any month since May, 1943. Only five industries showed higher weekly earnings in September than in August: lumber and millwork, meat packing, paper and pulp, and the two printing industries. Weekly earnings of the twenty-five industries combined, unlike hourly earnings, were lower this September than the same month of

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, PRODUCTION WORKERS', 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Production Worker	Average Nominal Hours per Week per Production Worker	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Production Worker	Employment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1944 September.....	\$1.080	\$49.42	45.6	44.4	199.6	190.1	185.7	176.9	92.7	140.4	130.2	260.7
October.....	1.079	49.39	45.7	44.3	199.4	189.9	185.6	176.8	92.9	138.6	128.8	257.2
November.....	1.079	49.42	45.6	44.2	199.4	189.4	185.7	176.4	92.7	137.8	127.7	255.9
December.....	1.086	49.91	45.8	44.3	200.7	189.9	187.6	177.5	93.1	138.0	128.5	258.9
1945 January.....	1.095	50.80	46.2	44.3	202.4	191.5	190.9	180.6	93.9	137.5	129.1	262.5
February.....	1.095	50.58	46.0	44.3	202.4	191.8	190.1	180.2	93.5	137.4	128.5	261.2
March.....	1.101	50.99	46.1	44.4	203.5	193.1	191.6	181.8	93.7	136.2	127.6	261.0
April.....	1.101	50.13	45.4	44.4	203.5	192.3	183.4	175.1	92.3	134.0	123.7	252.5
May.....	1.100	49.62	45.0	44.3	203.3	191.4	186.5	175.6	91.5	130.9	119.8	244.1
June.....	1.111	50.33	45.2	44.3	205.4	192.1	189.1	176.9	91.9	127.6	117.3	241.3
July.....	1.106	49.00	44.3	44.2	204.4	191.2	184.1	172.2	90.0	123.2	110.9	226.8
August.....	1.103 _r	47.73 _r	43.4 _r	44.1	203.9 _r	191.3 _r	179.4 _r	163.3 _r	88.2 _r	119.5 _r	105.4 _r	214.4 _r
September.....	1.089	45.99	42.4	43.4	201.3	189.5	172.8	162.7	86.2	105.1	90.6	181.6

r Revised.

See footnotes on page 329

EARNINGS AND HOURS, PRODUCTION WORKERS', SEPTEMBER, 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Production Worker			
	Hourly		Weekly		Actual		Nominal	
	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.
Agricultural implement.....	\$1.157	\$1.156 _r	\$52.44	\$53.20 _r	45.3	46.0 _r	46.1	46.7
Automobile ²	1.267	1.266 _r	43.81	44.02 _r	34.6	34.8 _r	42.1	42.1
Boot and shoe ³.....	.823	.833	33.82	34.81	41.1	41.8	43.0	42.8
Chemical.....	1.115	1.123	46.23	49.28	41.5	43.9	43.3	45.9
Rayon producing ⁴.....	.951	.968 _r	39.47	40.24 _r	41.5	41.8	42.8	45.8
Cotton—North.....	.840	.854	36.72	37.67	43.7	44.1	43.0	42.8
Electrical manufacturing.....	1.154	1.168 _r	48.33	52.79 _r	41.9	45.2	41.5	42.2
Furniture ⁵	1.058	1.056 _r	46.37	47.01 _r	43.8	44.5	43.9	44.1
Hosiery and knit goods.....	.870	.866	35.39	35.86	40.7	41.4	42.5	42.7
Iron and steel ⁶	1.234	1.253	50.52	50.62	40.9	40.4	42.5	48.2
Leather tanning and finishing.....	1.010	.996	44.78	45.47	44.3	45.7	45.1	45.4
Lumber and millwork.....	1.127	1.110	49.12	47.62	43.6	42.9	46.8	46.9
Meat packing.....	.946	.947	45.52	45.25	48.1	47.8	40.9	40.9
Paint and varnish.....	1.047	1.044	46.56	48.58	44.5	46.5	44.9	47.2
Paper and pulp.....	.944	.930	46.89	46.05	49.7	49.5	44.8	44.8
Paper products.....	.896	.894	39.40	39.45	44.0	44.1	44.2	44.6
Printing—book and job.....	1.110	1.083 _r	51.64	49.85	46.5	46.0 _r	41.9	41.5
Printing—news and magazine.....	1.227	1.224	53.12	52.60	43.3	43.0	40.9	40.8
Rubber.....	1.213	1.237	53.09	56.22	43.8	45.5	46.9	47.0
1. Rubber tires and tubes.....	1.315	1.355	56.63	60.90	43.1	44.9	46.7	47.0
2. Other rubber products.....	1.048	1.051	47.14	48.66	45.0	46.3	47.0	46.9
Silk and rayon.....	.836	.831	36.93	37.02	44.2	44.6	42.2	42.2
Wool.....	.928	.948	39.34	40.82	42.4	43.1	41.9	42.5
1. Woolen and worsted goods.....	.913	.930	39.00	40.71	42.7	43.8	42.0	41.9
2. Other woolen products ³.....	.954	.975	39.89	40.98	41.8	42.0	41.9	43.4
Foundries and machine shops.....	1.170	1.221	50.03	55.45 _r	42.7	45.4	43.8	45.5
1. Foundries.....	1.118	1.133	47.26	50.81	42.3	44.9	42.4	44.0
2. Machines and machine tools.....	1.146	1.182	50.78	54.64	44.3	46.2	44.5	46.1
3. Heavy equipment.....	1.277	1.354	53.00	61.23 _r	41.5	45.2	44.1	46.2
4. Hardware and small parts.....	1.098	1.117	47.48	49.75	43.3	44.6	42.8	44.3
5. Other products.....	1.144	1.198	49.18	54.71	43.0	45.7	44.0	45.5
25 INDUSTRIES.....	\$1.089	\$1.103 _r	\$45.99	\$47.73 _r	42.4	43.4 _r	43.4	44.1
Cement.....	\$.908	\$.912	\$39.82	\$41.19	43.8	45.1	44.1	44.5 _r
Petroleum refining.....	1.290	1.291	58.16	60.32	45.1	46.7	44.1	44.6
27 INDUSTRIES.....	\$1.090	\$1.104 _r	\$46.11	\$47.85 _r	42.4	43.4 _r	43.4	44.1
Aircraft.....	\$1.212	\$1.241 _r	\$51.47	\$56.11 _r	42.5	45.2	46.9	48.7
Shipbuilding.....	1.372	1.441 _r	53.62	63.67 _r	39.1	44.2 _r	42.9	46.6 _r

See footnotes on page 329.

last year. But since August, 1939, and November, 1941, weekly earnings have risen 68.5% and 28.7%, respectively. The

increase since January, 1941, has been 50.2%.

"Real" weekly earnings, or the amount

of goods and services that could be purchased with dollar weekly income, declined 3.3% since August, or slightly less than.

Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Production Workers Affected	Wage-rate Increase
1944		
September.....	0.3%	5.4%
October.....	0.1	5.3
November.....	0.4	6.8
December.....	0.1	5.8
1945		
January.....	0.2	5.3
February.....	0.6	5.9
March.....	0.4	5.8
April.....	0.3	7.0
May.....	1.3	5.0
June.....	1.1	9.9
July.....	0.4	5.3
August.....	0.4	4.5
September.....	1.5	5.3

actual weekly earnings. Since September, 1944, real earnings, however, have dropped 8.0%, a larger decrease than that in the actual weekly return. Similarly, although higher than before the war, the value of weekly earnings has not increased so much as the number of dollars received would indicate. The increase in real earnings

since August, 1939, and November, 1941, has been 33.3% and 12.5%, respectively, and since January, 1941, has been 21.7%.

HOURS

Average hours per week were one hour, or 2.3%, shorter in September than in the previous month. Since January of this year, when the current peak for this series was reached, working hours have been reduced 3.8 hours, or 8.2%. The September average of 42.4 hours was equal to those of January and February, 1942, and shorter than any month since then. It was 11.9% longer than in August, 1939, and 2.2% greater than in November, 1941.

Total man hours, for the first time since April, 1941, were lower than the 1923 average. The September index was 90.6 (1923=100), 14% less than in August and 30.4% below September, 1944.

EMPLOYMENT

The 12.1% drop in employment from August to September was the largest decline in this series since these data have been collected. The September index was lower than any month since September, 1940, and 31.8% below the peak level of October-November, 1943. Since August,

1939, the number of employed production workers in the twenty-five industries as a whole has increased 22.9%, but seven of the individual industries showed declines in employment since the month before the start of the European war. These industries were boot and shoe, furniture, hosiery and knit goods, leather tanning and finishing, lumber and millwork, silk and rayon, and wool. The declines ranged from 1.6% in furniture to 31.6% in hosiery and knit goods. Comparing September, 1945, with November, 1941, we find that while employment in the twenty-five industries dropped 19.8%, three individual industries—agricultural implement, book and job printing, and silk and rayon—increased their employment.

PAYROLLS

September payroll was 15.3% smaller than in August and 30.3% less than in September of last year. The decline from the previous month, the largest monthly decrease since the early part of 1921, brought the September index lower than that of any month since December, 1941. It was only 3.2% higher than in November of that year, but 107.1% more than that of August, 1939.

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, PRODUCTION WORKERS¹, SEPTEMBER, 1945

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real							
	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.
Agricultural implement.....	208.1	207.9 _r	190.6	193.4 _r	179.5	181.4 _r	165.9	171.9 _r	151.8	159.7 _r	316.2	332.5 _r
Automobile ²	200.5	200.3 _r	145.4	146.1 _r	136.9	137.1 _r	84.4	110.9 _r	61.2	81.0 _r	122.7	162.0 _r
Boot and shoe ³	156.8	158.7	140.2	144.3	132.0	135.4	84.4	88.1 _r	75.5	80.3 _r	118.3	127.1 _r
Chemical.....	219.5	221.1	179.5	191.3	169.0	179.5	166.0	167.3	136.1	145.2	298.0	320.0
Cotton—North.....	188.8	191.9	172.9	177.4	162.8	166.4	33.7	92.8	30.8	30.3	58.3	58.2
Electrical manufacturing.....	203.2	205.6 _r	178.6	194.9 _r	168.2	182.8 _r	181.4	231.8 _r	159.1	219.3	324.0	451.8 _r
Furniture ⁴	204.6	204.3 _r	185.9	188.5 _r	175.0	176.8 _r	91.5	101.5 _r	83.2	93.7 _r	170.1	191.3 _r
Hosiery and knit goods.....	227.7	226.7	200.3	202.9	188.6	190.3	69.2	71.1	60.8	63.6	138.6	144.3
Iron and steel ⁵	207.0	210.2	147.6	147.9	139.0	138.7	106.0	110.8	75.2	77.7	156.5	163.9
Leather tanning and finishing.....	207.8	204.9	193.4	196.3	182.1	184.1	73.2	72.8 _r	68.1	69.9 _r	141.6	142.9 _r
Lumber and millwork.....	238.3	234.7	209.7	203.3	197.5	190.7	45.2	46.3	39.8	40.1	94.8	94.1
Meat packing.....	200.0	200.2	193.4	192.2	182.1	180.3	91.6	91.7	88.7	88.2	177.2	176.2
Paint and varnish.....	186.0	185.4	177.4	185.1	167.0	173.6	131.7	126.9	125.5	126.4	233.6	234.9
Paper and pulp.....	187.3	184.5	179.8	176.6	169.3	165.7	115.4	114.7	110.7	109.7	207.5	202.6
Paper products.....	196.5	196.1	180.9	181.1	170.3	169.9	158.8	157.0	146.7	145.4	287.3	284.3
Printing—book and job.....	170.0	165.8 _r	172.4	166.4	162.3	156.1	122.2	117.6	123.8	118.1	210.7	195.7
Printing—news and magazine.....	177.1	176.6	170.1	163.4	160.2	158.0	105.0	102.1	101.0	97.6	178.6	171.9
Rubber.....	193.8	197.6	189.4	200.6	178.3	188.2	112.3	125.4	109.8	127.4	212.7	251.6
Silk and rayon.....	168.5	167.5	160.4	160.7	151.0	150.8	85.8	86.6	81.6	83.0	137.6	139.2
Wool.....	183.8	187.7	164.1	170.3	154.5	159.8	62.9	63.9	56.2	58.0	103.2	108.8
Foundries and machine shops.....	204.2	213.1	176.3	195.5 _r	166.0	183.4 _r	141.6	177.5 _r	121.9	162.4 _r	249.6	347.0 _r
1. Foundries.....	189.5	192.0	159.6	171.6	150.3	161.0	144.9	156.2	122.2	139.6	231.3	268.0
2. Machines and machine tools.....	208.7	215.3	186.0	200.1	175.1	187.7	133.7	158.9	119.0	147.5	248.7	318.0
3. Heavy equipment.....	190.6	202.1	160.5	185.4 _r	151.1	173.9 _r	125.7	152.9 _r	105.8	140.2 _r	201.7	283.5 _r
4. Hardware and small parts.....	214.5	218.2	191.4	200.5	180.2	188.1	129.8	152.5	115.9	140.3	248.4	305.8
5. Other products.....	204.3	213.9	179.9	200.2	169.4	187.8	145.2	201.5	127.9	188.6	261.2	403.4
25 INDUSTRIES.....	201.3	203.9 _r	172.8	179.4 _r	162.7	168.3 _r	105.1	119.5 _r	90.6	105.4 _r	181.6	214.4 _r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 Industries," aircraft and shipbuilding. See footnotes on page 329

EARNINGS AND HOURS, MALE AND FEMALE PRODUCTION WORKERS¹, SEPTEMBER, 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.
Agricultural implement.....	\$1.174	\$1.178r	\$53.50	\$54.45r	45.6	46.2r	\$.976	\$.955r	\$41.42	\$41.97r	42.5	44.0
Automobile ²	1.303	1.303r	45.45	45.80r	34.9	35.1r	1.027	1.116r	33.54	37.28r	32.7	33.4r
Boot and shoe ³.....	.967	.979	40.82	42.05	42.2	43.0	.683	.696	27.31	28.35	40.0	40.7
Chemical.....	1.199	1.215	50.97	54.46	42.5	44.8	.804	.805	30.52	32.89	38.0	40.8
Rayon producing ⁴	1.046	1.062r	45.03	46.24r	43.1	43.5	.761	.769r	29.49	29.76r	38.8	38.7
Cotton—North.....	.920	.927	43.16	43.61	46.9	47.1	.731	.751	29.32	30.43	40.1	40.5
Electrical manufacturing.....	1.263	1.306r	54.13	61.12	42.8	46.8	.899	.925r	35.87	39.44r	39.9	42.7
Furniture ⁵	1.107	1.102r	49.07	49.73r	44.3	45.1	.811	.893r	33.76	37.86r	41.6	42.4
Hosiery and knit goods.....	1.191	1.191	52.00	53.15	43.7	44.6	.721	.726	28.44	29.17	39.5	40.2
Iron and steel ⁶	1.249	1.271	51.35	51.65	41.1	40.7	.963	.980	36.63	36.39	38.0	37.1
Leather tanning and finishing.....	1.038	1.025	47.35	47.98	45.6	46.8	.857	.837	33.11	33.63	38.6	40.2
Lumber and millwork.....	1.150	1.135	50.11	49.01	43.6	43.2	.872	.849	37.89	33.99	43.4	40.0
Meat packing.....	.994	.997	49.25	49.13	49.6	49.3	.737	.733	31.42	30.95	42.6	42.2
Paint and varnish.....	1.070	1.067	48.13	50.19	45.0	47.0	.873	.875	36.08	37.77	41.3	43.2
Paper and pulp.....	.971	.959	49.17	48.42	50.6	50.5	.704	.687	30.08	29.32	42.7	42.7
Paper products.....	1.025	1.024	47.39	47.64	46.2	46.5	.692	.692	28.28	28.22	40.9	40.8
Printing—book and job.....	1.350	1.319r	64.92	63.03	48.1	47.8r	.689	.668	30.29	28.83	44.0	43.2
Printing—news and magazine.....	1.337	1.326	58.58	57.50	43.8	43.4	.788	.795	32.56	32.95	41.3	41.5
Rubber.....	1.320	1.358	59.27	63.87	44.9	47.0	.881	.892	35.72	37.05	40.5	41.5
1. Rubber tires and tubes.....	1.379	1.433	60.92	66.31	44.2	46.3	1.003	1.022	38.42	40.84	38.3	40.0
2. Other rubber products.....	1.195	1.207	55.63	58.66	46.6	48.6	.789	.788	33.46	33.80	42.4	42.0
Silk and rayon.....	.916	.915	43.57	44.05	47.6	48.1	.692	.691	27.11	27.41	39.2	39.7
Wool.....	.999	1.013	44.10	45.64	44.2	45.1	.805	.833	31.85	33.30	39.6	40.0
1. Woolen and worsted goods.....	.975	.989	43.49	45.35	44.6	45.9	.818	.838	32.87	34.28	40.2	40.9
2. Other woolen products.....	1.032	1.045	44.95	46.01	43.6	44.0	.777	.824	29.75	31.61	38.3	38.3
Foundries and machine shops.....	1.211	1.271	52.17	58.45r	43.1	46.0	.919	.981	37.43	42.11r	40.7	42.9
1. Foundries.....	1.131	1.146	47.98	51.68	42.4	45.1	.888	.941	35.34	38.91	39.8	41.3
2. Machines and machine tools.....	1.177	1.223	52.83	57.46	44.9	47.0	.870	.938	34.83	39.66	40.1	42.3
3. Heavy equipment.....	1.298	1.383r	54.25	62.78r	41.8	45.4	.941	1.037	35.38	44.65r	37.6	43.1r
4. Hardware and small parts.....	1.154	1.189	50.97	54.45	44.2	45.8	.856	.885	33.97	36.25	39.7	41.0
5. Other products.....	1.197	1.259	51.80	58.35	43.3	46.3	.948	1.009	39.87	44.20	42.0	43.8
25 INDUSTRIES.....	\$1.173	\$1.193	\$50.33	\$52.61r	43.1	44.3r	\$.775	\$.794	\$30.96	\$32.44r	40.0	40.8r
Cement.....	\$.908	\$.912	\$39.82	\$41.19	43.8	45.1	....	....	....	....	....	....
Petroleum refining.....	1.290	1.291	58.16	60.32	45.1	46.7	....	....	....	....	....	....
27 INDUSTRIES.....	\$1.173	\$1.192r	\$50.37	\$52.63r	43.1	44.3r	....	....	....	....	....	....
Aircraft.....	\$1.304	\$1.323r	\$56.06	\$60.78r	43.0	45.9	\$1.032	\$1.090r	\$42.82	\$47.92r	41.5	44.0
Shipbuilding.....	1.385	1.458r	54.26	64.60r	39.2	44.3r	1.043	1.101r	38.26	46.05r	36.7	41.8r

See footnotes on page 320.

CEMENT

Although there were 11% more workers employed in the cement industry in September than in August, the increases were the same in the two labor groups so that 91% of the workers were still classified as semi-skilled or skilled. Wage increases averaging 4.8% for 13.3% of all workers were reported. Hourly earnings, because of these increases, did not reflect the full effect of the 2.9% drop in the length of the work week. The September average of \$.908 per hour was only 0.4% less than the previous month.

PETROLEUM

With strikes in the industry, only data applying to employees who actually worked during the month were used in computing the September averages for the petroleum industry. Average hourly earnings declined only fractionally since Au-

gust in spite of the 3.4% decrease in the length of the work week. There were two factors which tended to offset the effect of the shorter hours. Wage increases averaging 15% for 7.4% of the workers in the industry were reported, and the percentage of workers classified as semi-skilled and skilled was higher than in the previous month.

AIRCRAFT AND SHIPBUILDING

Employment in aircraft factories declined 19.7% from August to September. The layoffs were not evenly distributed among the various groups, so that skilled male workers made up a greater percentage of the working total in September than in August, and women, a smaller percentage. Hourly and weekly earnings and average hours of all groups declined over the month. Working hours of all production workers averaged 42.5 in September,

a drop of 6.0% since August and lower than during any month since this survey was initiated in December, 1941.

There were 23.6% fewer workers employed in shipyards in September than in August, the greatest month-to-month decline since employment started downward from its peak of October, 1943. September employment was 61.8% below that peak level. As in the aircraft factories, the percentage of workers who were women was lower in September than in the previous month. Hourly earnings of all workers dropped 4.8% and weekly earnings 15.8%. Working hours were reduced 11.5% in September and averaged only 39.1 hours a week.

LABOR STATISTICS IN SEPTEMBER

Hourly earnings averaged \$1.089 in September, 1.3% less than in August. They were 0.8% higher than in Septem-

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE PRODUCTION WORKERS,¹ SEPT. 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.	Sept.	Aug.
Agricultural implement.....	\$.966	\$.962 _r	\$43.02	\$44.60 _r	44.5	46.4	\$1.205	\$1.211 _r	\$55.11	\$55.96 _r	45.7	46.2 _r
Automobile ²	1.075	1.054 _r	38.45	37.13 _r	35.8	35.2 _r	1.342	1.342 _r	46.60	47.15 _r	34.7	35.1 _r
Boot and shoe ³.....	.500	.504 _r	21.90	22.25 _r	43.8	44.1 _r	.993	1.005	41.84	43.09 _r	42.1	42.9 _r
Chemical.....	.995	.993	44.31	46.44	44.5	46.7	1.257	1.279	52.74	56.65	42.0	44.3
Rayon producing ⁴.....	.796	.796 _r	33.51	33.92 _r	42.1	42.6	1.078	1.098 _r	46.59	47.93 _r	43.2	43.6 _r
Cotton—North.....	.849	.849	39.61	39.21	46.6	46.2	.952	.962	44.79	45.66	47.0	47.5
Electrical manufacturing.....	.914	.922 _r	38.16	42.23 _r	41.8	45.8	1.307	1.354	56.20	63.53	43.0	46.9
Furniture ⁵.....	.935	.925 _r	41.05	39.40 _r	43.9	42.6	1.147	1.136 _r	50.92	51.86 _r	44.4	45.7
Hosiery and knit goods.....	.808	.819	38.07	37.78	47.1	46.1	1.231	1.230	53.34	54.72	43.3	44.5
Iron and steel ⁶.....	.948	.985	38.17	39.11	40.2	39.7	1.313	1.336	54.24	54.63	41.3	40.9
Leather tanning and finishing.....	.864	.845	39.99	41.07	46.3	48.0	1.068	1.056	48.57	49.12	45.5	46.5
Lumber and millwork.....	.828	.820	36.08	35.09	43.6	42.8	1.237	1.220	53.92	52.82	43.6	43.8
Meat packing ⁷.....	.870	.860 _r	42.08	41.12 _r	48.4	47.8 _r	1.034	1.042 _r	51.65	51.89 _r	50.0	49.8 _r
Paint and varnish.....	.865	.849	42.10	42.13	48.7	49.6	1.165	1.166	50.59	53.55	43.4	45.9
Paper and pulp.....	.809	.793	37.74	36.86	46.6	46.5	1.032	1.022	54.04	53.33	52.3	52.2
Paper products.....	.797	.786	35.39	35.39	44.4	45.0	1.112	1.110	52.23	52.32	47.0	47.1
Printing—book and job.....	.945	.946 _r	44.53	44.99	47.1	47.6 _r	1.448	1.410	70.01	67.46	48.3	47.8
Printing—news and magazine.....	.901	.900	36.52	36.58	40.5	40.7	1.453	1.438	65.02	63.46	44.8	44.1
Rubber.....	1.033	1.017	47.21	44.04	45.7	43.3	1.328	1.368	59.60	64.49	44.9	47.1
1. Rubber tires and tubes.....	1.078	1.064	48.40	44.48	44.9	41.8	1.390	1.445	61.33	67.14	44.1	46.5
2. Other rubber products.....	.775	.798	39.08	40.80	50.5	51.1	1.202	1.215	55.89	58.97	46.5	48.5
Wool.....	.832	.829	36.19	36.61	43.5	44.1	1.075	1.095	47.83	49.79	44.5	45.5
1. Woolen and worsted goods.....	.844	.854	36.14	37.38	42.8	43.8	1.054	1.068	48.17	50.43	45.7	47.2
2. Other woolen products ⁸.....	.807	.775	36.30	34.88	45.0	45.0	1.100	1.124	47.45	49.14	43.1	43.7
Foundries and machine shops.....	.956	.992	40.93	45.83 _r	42.8	46.2	1.251	1.313	53.94	60.35 _r	43.1	45.9
1. Foundries.....	.949	.953	40.61	43.62	42.8	45.8	1.185	1.201	50.13	53.95	42.3	44.9
2. Machines and machine tools.....	.983	1.056	44.28	49.38	45.1	46.8	1.205	1.250	54.04	58.77	44.8	47.0
3. Heavy equipment.....	.941	.987	37.94	44.43 _r	40.3	45.0 _r	1.345	1.431	56.46	65.06 _r	42.0	45.5 _r
4. Hardware and small parts.....	.938	.966	41.51	45.13	44.2	46.7	1.203	1.241	53.12	56.57	44.2	45.6
5. Other products.....	.971	.999	42.04	46.86	43.3	46.9	1.224	1.239	52.96	59.66	43.3	46.3
24 INDUSTRIES ⁹	\$.914	\$.922 _r	\$39.40	\$40.54 _r	43.2	44.1 _r	\$1.234	\$1.256 _r	\$52.80	\$55.36 _r	42.9	44.2 _r
Cement.....	\$.726	\$.735	\$30.11	\$31.20	41.5	42.5	\$.925	\$.929	\$40.79	\$42.18	44.1	45.4
Petroleum refining.....	.983	.979	39.52	43.29	40.2	44.2	1.319	1.324	60.15	62.19	45.6	47.0
26 INDUSTRIES ⁹	\$.913	\$.921 _r	\$39.32	\$40.48 _r	43.2	44.1 _r	\$1.233	\$1.254 _r	\$52.84	\$55.38 _r	43.0	44.2 _r
Aircraft.....	\$1.132	\$1.140 _r	\$49.47	\$51.41 _r	43.7	45.1	\$1.315	\$1.334 _r	\$56.50	\$61.34 _r	43.0	46.0
Shipbuilding.....	.973	1.016 _r	37.84	42.99 _r	38.9	42.8 _r	1.421	1.493 _r	55.71	66.43 _r	39.2	44.5 _r

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Production and related workers. For definition, see March *Management Record*, page 80.

²Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

³Revised series; data for earlier months available upon request. Actual average figures revised since June, 1939; indexes of employment, man

hours and payrolls since August, 1943; other indexes since January, 1935.
⁴Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

⁵Includes wood, metal, and upholstered household and office furniture.
⁶Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

⁷Not strictly comparable with data prior to July, 1945; revisions of averages for earlier months available at a later date.

⁸Principally rugs.

⁹Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

_rRevised.

ber, 1944, and 84.6% above the 1929 level.

Weekly earnings declined 3.6% during the month. They averaged \$45.99 in September, 6.9% less than during the same month of last year, but 61.1% more than in 1929.

"Real" weekly earnings dropped 3.3% in September to a point 8.0% below that of September, 1944. They were 51.8% higher than in 1929.

Hours per week were one hour, or 2.3%, below the August average and 3.2 hours

or 7.0% less than the year before. Since 1929 they have been reduced 12.2%.

Employment declined 12.1% from the previous month's level. It was 25.1% lower than in September, 1944, and only 4.1% higher than in 1929.

Man hours were reduced 14% in September. They were 30.4% less than a year ago and 8.7% less than in 1929.

Payrolls shrank 15.3% over the month and 30.3% since September, 1944. Since 1929 they have risen 67.5%.

The end of the war brought substantial

decreases in all the payroll statistics of the twenty-five manufacturing industries. Employment and man hours showed month-to-month declines greater than at any time since this survey was initiated, and the drop in payrolls was larger than during any month since the early part of 1921. Hourly earnings, actual and real weekly earnings, and average working hours all declined for the third consecutive month.

ELIZABETH P. ALLISON
Division of Labor Statistics

Cost of Living in October

Cost of Living in the United States

Source: THE CONFERENCE BOARD
Index Numbers, 1923=100

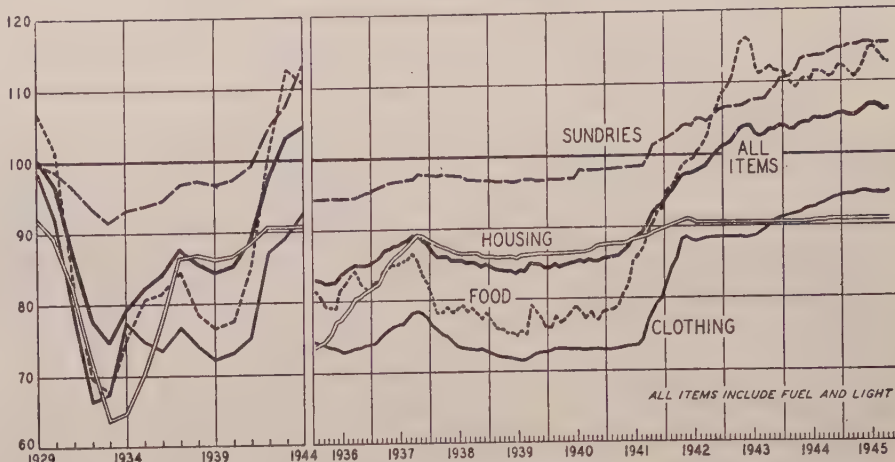
AFTER two successive months of decline, the cost of living for families of wage earners and lower-salaried clerical workers in October remained virtually unchanged from the September level. The October index of 106.3 (1923=100) compares with 106.2 in September, or an increase of 0.1%. When comparison is made with the October, 1944, figure, a rise of 1.2% results.

The purchasing value of the dollar in terms of 1923 goods stood at 94.1 cents in October, a 0.1% decline below the September level of 94.2 cents.

EXPENDITURE GROUPS

Food, the most heavily weighted and hence the most influential component of the index, showed only a 0.1% decline between September and October. Seasonally declining prices for vegetables generally reached their end in October and this factor was chiefly responsible for the sharp tapering off in the large food cost declines noted in both August and September.

Of the other major budgetary categories, clothing and sundries showed minor increases of 0.3% and 0.1%, respectively, which offset the 0.1% decline in the food component. Rents, which were last meas-



ured on May 15, 1945, were again surveyed this month. Although several slight increases in October rental prices were reported, the housing index remained at 91.0, its former level. The fuel and light index also showed no change.

CITY INDEXES

The three months' trend for an increasing number of cities to show cost of living declines—noted in last month's report—was reversed in October. Between September and October, living costs rose in 29 of the 63 cities surveyed, remained unchanged in 8 and declined in 26.

Increases ranged from 0.1% in seven cities to 0.8% in Milwaukee and Newark. Decreases ranged from 0.1% in 14 cities to 0.5% in Philadelphia, Portland (Oregon),

and Spokane. As is generally the case, the heavily weighted food component was principally responsible for these movements, either up or down.

Data for Front Royal, Virginia, became available and publication of this index has been resumed. Meadville statistics continue to be temporarily suspended.

Between October, 1944, and October, 1945, increases continued to be the rule. They occurred in 61 of the 63 cities and ranged from 0.2% in Portland (Oregon) to 3.9% in Huntington (West Virginia). In only Front Royal (-0.2%) and Bridgeport (-1.5%) were year-to-year declines in the cost of living evident.

ROBERT A. SAYRE
Division of Labor Statistics

COST OF LIVING IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total ²	Electricity	Gas		
Index Numbers, 1923=100											
1944 October.....	105.0	110.8 _a	91.0	93.6	102.4	84.8	95.8	66.9	94.5	114.2	95.2
November.....	105.3	111.1	91.0	93.9	102.9	84.8	95.8	66.9	94.5	114.6	95.0
December.....	105.7	112.3	91.0	94.0	103.0	84.9	95.8	66.9	94.5	114.8	94.6
1945 January.....	105.7	112.1	91.0	94.2	103.4	84.9	95.8	66.9	94.5	114.9	94.6
February.....	105.5	111.2	91.0	94.3	103.6	84.9	96.1	66.9	94.5	115.1	94.8
March.....	105.4	110.8	91.0	94.5	103.8	85.2	96.1	66.9	94.5	115.2	94.9
April.....	105.8	111.6	91.0	94.8	104.0	85.5	96.0	66.9	94.5	115.3	94.5
May.....	106.2	112.7	91.0	94.9	104.1	85.6	96.2	66.9	94.5	115.5	94.2
June.....	106.9	114.8	91.0	94.7	103.8	85.5	96.3	66.9	94.5	115.5	93.5
July.....	106.9	114.9	91.0	94.6	103.8	85.3	97.3	66.9	94.5	115.3	93.5
August.....	106.6	113.9	91.0	94.6	103.9	85.3	97.5	66.9	94.5	115.4	93.8
September.....	106.2	112.9 _b	91.0	94.6	103.9	85.3	97.4	66.9	94.5	115.3	94.2
October.....	106.3	112.8	91.0	94.9	103.9	85.8	97.4	66.9	94.5	115.4	94.1
Percentage Changes											
Sept. 1945 to Oct. 1945.....	+0.1	-0.1	0	+0.3	0	+0.6	0	0	0	+0.1	-0.1
Oct. 1944 to Oct.1945.....	+1.2	+1.8	0	+1.4	+1.5	+1.2	+1.7	0	0	+1.1	-1.2

^aData on housing collected twice annually, May 15 and October 15.

^bIncludes fuel as well as electricity and gas.

^aBased on food prices for October 12, 1944.

^bBased on food prices for September 13, 1945.

COST OF LIVING IN SIXTY CITIES

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Oct. 1945	Sept. 1945	Oct. 1944	Sept. 1945 to Oct. 1945	Oct. 1944 to Oct. 1945
Akron					
Food.....	149.7	149.2	145.7	+0.3	+2.7
Housing ¹	113.8	113.8	113.8	0	0
Clothing.....	130.0	129.3	128.6	+0.5	+1.1
Fuel and light.....	114.3	114.3	112.5	0	+1.6
Housefurnishings.....	120.9	120.8 _r	118.7	+0.1	+1.9
Sundries.....	124.2	124.2	123.4	0	+0.6
Weighted Total.....	129.7	129.4 _r	127.9	+0.2	+1.4
Atlanta					
Food.....	151.2	152.0	149.0	-0.5	+1.5
Housing ¹	99.2	99.2	99.2	0	0
Clothing.....	131.2	130.8	128.8	+0.3	+1.9
Fuel and light.....	112.3	112.3	113.1	0	-0.7
Housefurnishings.....	125.3	125.0	119.5	+0.2	+4.9
Sundries.....	119.2	119.6	118.0	-0.3	+1.0
Weighted Total.....	126.6	126.9	125.0	-0.2	+1.3
Baltimore					
Food.....	148.7	149.5	146.4	-0.5	+1.6
Housing ¹	103.2	103.2	103.2	0	0
Clothing.....	132.7	132.0	130.4	+0.5	+1.8
Fuel and light.....	111.3	111.3	107.5	0	+3.5
Housefurnishings.....	137.8	137.4	140.4 _r	+0.3	-1.9
Sundries.....	124.8	125.6	125.7	-0.6	-0.7
Weighted Total.....	129.7	130.1	128.8 _r	-0.3	+0.7
Birmingham					
Food.....	156.7	157.2	153.0	-0.3	+2.4
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	132.0	132.0 _r	130.8 _r	0	+0.9
Fuel and light.....	105.0	105.0	101.8 _r	0	+3.1
Housefurnishings.....	120.8	120.2	120.2	+0.5	+0.5
Sundries.....	121.2	121.0	121.2	+0.2	0
Weighted Total.....	129.2	129.3 _r	127.8 _r	-0.1	+1.1
Boston					
Food.....	137.9	138.0	135.4	-0.1	+1.8
Housing ¹	103.7	103.5	103.5	+0.2	+0.2
Clothing.....	128.9	128.9	129.8 _r	0	-0.7
Fuel and light.....	118.9	118.9	122.6	0	-3.0
Housefurnishings.....	127.1	126.4	122.9	+0.6	+3.4
Sundries.....	119.9	120.1	117.4	-0.2	+2.1
Weighted Total.....	124.1	124.2	123.0	-0.1	+0.9
Bridgeport					
Food.....	136.5	135.8	140.8	+0.5	-3.1
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	128.6	128.9	129.0	-0.2	-0.3
Fuel and light.....	119.4	119.4	120.0	0	-0.5
Housefurnishings.....	127.5	127.3	128.2	+0.2	-0.5
Sundries.....	127.3	128.4	128.5	-0.9	-0.9
Weighted Total.....	125.7	125.8	127.6	-0.1	-1.5
Buffalo					
Food.....	145.8	145.7 _r	143.7	+0.1	+1.5
Housing ¹	112.3	112.3	112.3	0	0
Clothing.....	130.3	129.3	128.1 _r	+0.8	+1.7
Fuel and light.....	113.9	113.7	110.2	+0.2	+3.4
Housefurnishings.....	129.9	129.6	129.4	+0.2	+0.4
Sundries.....	126.2	126.5	126.1	-0.2	+0.1
Weighted Total.....	129.4	129.3 _r	128.2 _r	+0.1	+0.9
Chattanooga					
Food.....	160.3	161.0	158.9	-0.4	+0.9
Housing ¹	103.7	103.7	103.6	0	+0.1
Clothing.....	125.0	125.3	124.1	-0.2	+0.7
Fuel and light.....	101.1	101.1	100.7	0	+0.4
Housefurnishings.....	125.5	125.1	123.8	+0.3	+1.4
Sundries.....	117.6	117.6	117.0	0	+0.5
Weighted Total.....	128.5	128.7	127.6	-0.2	+0.7
Chicago					
Food.....	145.9	145.9	141.4	0	+3.2
Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	133.7	133.7	133.0 _r	0	+0.5
Fuel and light.....	99.9	99.9	98.9	0	+1.0
Housefurnishings.....	130.1	130.0	125.8 _r	+0.1	+3.4
Sundries.....	119.6	118.1	117.9	+1.3	+1.4
Weighted Total.....	125.7	125.3	123.5 _r	+0.3	+1.8
Cincinnati					
Food.....	138.8	139.2	136.2	-0.3	+1.9
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	139.3	139.6	133.1	-0.2	+0.9
Fuel and light.....	105.8	105.8	106.0	0	-0.2
Housefurnishings.....	125.2	125.2	125.9	0	-0.6
Sundries.....	120.8	120.8	116.5	0	+3.7
Weighted Total.....	124.8	124.9	122.7	-0.1	+1.7
Cleveland					
Food.....	140.5	140.2	139.1	+0.2	+1.0
Housing ¹	109.7	109.7	109.7	0	0
Clothing.....	137.5	137.2	134.6 _r	+0.2	+2.2
Fuel and light.....	104.9	104.9	105.9	0	-0.9
Housefurnishings.....	126.5	126.2 _r	130.3	+0.2	-2.9
Sundries.....	128.6	128.6	128.5	0	+0.1
Weighted Total.....	128.0	127.8 _r	127.5	+0.2	+0.4
Dallas					
Food.....	149.7	149.8	143.6	-0.1	+4.2
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	130.7	130.6	128.8	+0.1	+1.5
Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	129.7	129.3	130.1	+0.3	-0.3
Sundries.....	126.2	126.2	124.5 _r	0	+1.4
Weighted Total.....	127.3	127.3	125.0 _r	0	+1.8
Dayton					
Food.....	144.0	144.3	141.7	-0.2	+1.6
Housing ¹	105.9	105.9	105.9	0	0
Clothing.....	125.8	124.5	125.1	+1.0	+0.6
Fuel and light.....	107.8	107.8	106.4	0	+1.3
Housefurnishings.....	136.4	136.0	133.4	+0.3	+2.2
Sundries.....	122.7	122.7	120.2 _r	0	+2.1
Weighted Total.....	126.3	126.3	124.6 _r	0	+1.4
Denver					
Food.....	142.6	142.0	138.0	+0.4	+3.3
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	132.0	132.0	131.6	0	+0.3
Fuel and light.....	102.2	102.2	101.6	0	+0.6
Housefurnishings.....	127.8	126.9	128.7	+0.7	-0.7
Sundries.....	119.8	119.8	117.3	0	+2.1
Weighted Total.....	124.8	124.6	122.6	+0.2	+1.8
Des Moines					
Food.....	134.9	135.4	136.1	-0.4	-0.9
Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	138.4	138.2	134.7 _r	+0.1	+2.7
Fuel and light.....	121.8	121.8	120.9	0	+0.7
Housefurnishings.....	126.0	126.0	125.7 _r	0	+0.2
Sundries.....	122.0	121.8	120.6	+0.2	+1.2
Weighted Total.....	124.6	124.6	124.0	0	+0.5
Detroit					
Food.....	149.2	149.1	145.8	+0.1	+2.3
Housing ¹	107.0	107.0	107.0	0	0
Clothing.....	136.5	136.4	133.8 _r	+0.1	+2.0
Fuel and light.....	114.7	114.6	112.5	+0.1	+2.0
Housefurnishings.....	126.6	126.2	126.0	+0.3	+0.5
Sundries.....	130.7	130.7	129.1	0	+1.2
Weighted Total.....	130.9	130.8	128.9	+0.1	+1.6

¹Rents surveyed twice annually, May 15, and October 15.

^rRevised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Oct. 1945	Sept. 1945	Oct. 1944	Sept. 1945 to Oct. 1945	Oct. 1944 to Oct. 1945
Duluth					
Food.....	140.6	141.1	136.7	-0.4	+2.9
Housing ¹	100.2	100.2	100.2	0	0
Clothing.....	139.7	139.4r	136.6r	+0.2	+2.3
Fuel and light.....	108.4	108.6	107.5	0	+0.8
Housefurnishings.....	143.7	143.7	140.4	0	+2.4
Sundries.....	119.9	119.9	117.6r	0	+2.0
Weighted Total.....	125.7	125.8r	123.2r	-0.1	+2.0
Erie, Pa.					
Food.....	151.3	152.0r	151.4r	-0.5	-0.1
Housing ¹	110.2	110.2	110.0	0	+0.2
Clothing.....	149.5	146.6r	143.2	+2.0	+4.4
Fuel and light.....	118.3	116.6	113.0	+1.5	+4.7
Housefurnishings.....	132.0	131.5r	131.0	+0.4	+0.8
Sundries.....	130.9	130.6r	127.0	+0.2	+3.1
Weighted Total.....	134.1	133.8	131.9r	+0.2	+1.7
Fall River					
Food.....	136.9	136.6	136.3	+0.2	+0.4
Housing ¹	104.3	104.3	104.3	0	0
Clothing.....	138.0	137.7	134.8r	+0.2	+2.4
Fuel and light.....	115.8	115.8	116.8r	0	-0.9
Housefurnishings.....	121.1	120.4	117.7r	+0.6	+2.9
Sundries.....	128.4	128.4	126.7	0	+1.3
Weighted Total.....	126.8	126.6	125.8r	+0.2	+0.8
Front Royal, Va.					
Food.....	162.3	162.4	162.8	-0.1	-0.3
Housing ¹	107.3	107.3	107.3	0	0
Clothing.....	147.6	147.6	146.6	0	+0.7
Fuel and light.....	115.3	115.3	112.2	0	+2.8
Housefurnishings.....	132.4	132.4	132.4	0	0
Sundries.....	116.7	116.7	118.1	0	-1.2
Weighted Total.....	130.3	130.3	130.6	0	-0.2
Grand Rapids					
Food.....	151.7	151.4	146.0	+0.2	+3.9
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	140.3	139.7r	136.7	+0.4	+2.6
Fuel and light.....	113.1	113.1	111.5	0	+1.4
Housefurnishings.....	144.9	143.5	140.5	+1.0	+3.1
Sundries.....	127.0	127.0	126.0	0	+0.8
Weighted Total.....	131.9	131.7	129.2	+0.2	+2.1
Green Bay, Wis.					
Food.....	141.1	141.5	132.7	-0.3	+6.3
Housing ¹	102.8	102.8	102.8	0	0
Clothing.....	139.9	139.9	135.5	0	+3.2
Fuel and light.....	109.5	109.5	108.0r	0	+1.4
Housefurnishings.....	129.4	128.8	130.0	+0.5	-0.5
Sundries.....	120.7	120.7	120.8	0	-0.1
Weighted Total.....	125.7	125.8	122.7r	-0.1	+2.4
Houston					
Food.....	144.9	146.0r	142.8	-0.8	+1.5
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	129.6	129.5	128.1r	+0.1	+1.2
Fuel and light.....	84.8	84.8	84.8	0	0
Housefurnishings.....	119.4	118.4	116.9r	+0.8	+2.1
Sundries.....	123.0	122.7	122.2	+0.2	+0.7
Weighted Total.....	124.8	124.9r	123.6	-0.1	+1.0
Huntington, W. Va.					
Food.....	149.4	148.8r	147.6	+0.4	+1.2
Housing ¹	111.7	111.7	111.7	0	0
Clothing.....	129.0	129.0	128.0	0	+0.8
Fuel and light.....	100.0	100.0	100.0	0	0
Housefurnishings.....	133.3	132.1	129.2	+0.9	+3.2
Sundries.....	129.0	129.1	116.9	-0.1	+10.4
Weighted Total.....	131.8	131.6r	126.9	+0.2	+3.9
Indianapolis					
Food.....	153.1	152.1r	146.8	+0.7	+4.3
Housing ¹	107.9	107.9	107.9	0	0
Clothing.....	127.7	127.8r	127.0r	-0.1	+0.6
Fuel and light.....	113.5	113.5	112.0	0	+1.3
Housefurnishings.....	127.1	126.7	125.5	+0.3	+1.3
Sundries.....	127.5	127.5r	123.8	0	+3.0
Weighted Total.....	130.7	130.4r	127.5r	+0.2	+2.5
Kansas City, Mo.					
Food.....	135.2	135.7	131.9	-0.4	+2.5
Housing ¹	105.5	105.5	105.5	0	0
Clothing.....	135.3	134.3r	131.4r	+0.7	+3.0
Fuel and light.....	112.1	111.9	109.5	+0.2	+2.4
Housefurnishings.....	123.3	123.3r	123.2	0	+0.1
Sundries.....	128.0	127.9	125.7	+0.1	+1.8
Weighted Total.....	125.9	125.9	123.6	0	+1.9
Lansing					
Food.....	173.4	172.9	165.6	+0.3	+4.7
Housing ¹	98.0	98.0	98.0	0	0
Clothing.....	130.1	130.1r	127.9	0	+1.7
Fuel and light.....	107.6	107.6	105.3r	0	+2.2
Housefurnishings.....	136.0	135.6	133.7	+0.3	+1.7
Sundries.....	129.7	129.7	129.4	0	+0.2
Weighted Total.....	134.0	133.9	131.2	+0.1	+2.1
Los Angeles					
Food.....	151.4	152.8	148.8r	-0.9	+1.7
Housing ¹	106.2	106.2	106.2	0	0
Clothing.....	126.7	124.2	124.9	+2.0	+1.4
Fuel and light.....	93.4	93.4	93.4	0	0
Housefurnishings.....	121.3	121.0	120.8	+0.2	+0.4
Sundries.....	124.5	124.5	122.3	0	+1.8
Weighted Total.....	128.0	128.2	126.3r	-0.2	+1.3
Louisville					
Food.....	147.2	147.5	142.5	-0.2	+3.3
Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	130.6	130.6r	125.2r	0	+4.3
Fuel and light.....	115.0	114.8	113.4	+0.2	+1.4
Housefurnishings.....	130.0	129.4	130.2r	+0.5	-0.2
Sundries.....	123.1	123.1	114.1	0	+7.9
Weighted Total.....	128.7	128.8	124.1r	-0.1	+3.7
Macon					
Food.....	152.2	152.7r	150.8	-0.3	+0.9
Housing ¹	114.0	113.2	114.2	+0.7	-0.2
Clothing.....	132.5	133.1	130.3	-0.5	+1.7
Fuel and light.....	101.0	101.0	101.5	0	-0.5
Housefurnishings.....	138.7	137.3	140.1	+1.0	-1.0
Sundries.....	125.5	125.6	125.8r	-0.1	-0.2
Weighted Total.....	132.5	132.7	132.0	-0.2	+0.4
Meadville, Pa.²					
Food.....	n.a.	n.a.	145.0	n.a.	n.a.
Housing ¹	n.a.	n.a.	110.8	n.a.	n.a.
Clothing.....	n.a.	n.a.	120.0	n.a.	n.a.
Fuel and light.....	n.a.	n.a.	112.1	n.a.	n.a.
Housefurnishings.....	n.a.	n.a.	137.3	n.a.	n.a.
Sundries.....	n.a.	n.a.	125.3	n.a.	n.a.
Weighted Total.....	n.a.	n.a.	126.8	n.a.	n.a.
Memphis					
Food.....	158.4	157.6r	154.3	+0.5	+2.7
Housing ¹	108.4	108.4	108.4	0	0
Clothing.....	139.3	139.3	136.1	0	+2.4
Fuel and light.....	99.0	99.0	98.4	0	+0.6
Housefurnishings.....	131.1	130.6	128.2	+0.4	+2.3
Sundries.....	114.4	114.1	114.3	+0.3	+0.1
Weighted Total.....	128.3	127.9	126.5	+0.3	+1.4

¹Rents surveyed twice annually, May 15 and October 15.

²Compilation of indexes temporarily discontinued.

n.a. Not available.

r Revised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Oct. 1945	Sept. 1945	Oct. 1944	Sept. 1945 to Oct. 1945	Oct. 1944 to Oct. 1945
Milwaukee					
Food.....	144.6	142.7	141.7	+1.3	+2.0
Housing ¹	103.4	103.4	103.4	0	0
Clothing.....	140.7	140.0	136.2	+0.5	+3.3
Fuel and light.....	112.3	112.3	109.8	0	+2.3
Housefurnishings.....	129.4	129.1	129.5	+0.2	-0.1
Sundries.....	124.0	122.5	121.6	+1.2	+2.0
Weighted Total.....	127.1	126.1	124.9	+0.8	+1.8
Minneapolis					
Food.....	151.9	151.5	151.0	+0.3	+0.6
Housing ¹	103.7	103.7	103.7	0	0
Clothing.....	136.3	136.2	134.5	+0.1	+1.3
Fuel and light.....	105.5	105.4	104.3	+0.1	+1.2
Housefurnishings.....	126.2	126.0	122.4	+0.2	+3.1
Sundries.....	123.2	123.3	120.9 _r	-0.1	+1.9
Weighted Total.....	128.3	128.2	126.9 _r	+0.1	+1.1
Muskegon					
Food.....	168.1	166.6	159.3	+0.9	+5.5
Housing ¹	115.2	115.2	115.2	0	0
Clothing.....	131.0	129.9	131.3 _r	+0.8	-0.2
Fuel and light.....	115.5	115.5	114.6	0	+0.8
Housefurnishings.....	122.2	121.9	120.1	+0.2	+1.7
Sundries.....	122.2	121.6	120.6	+0.5	+1.3
Weighted Total.....	134.1	133.4	131.0 _r	+0.5	+2.4
Newark					
Food.....	141.3	138.8	136.6	+1.8	+3.4
Housing ¹	101.4	101.4	101.4	0	0
Clothing.....	127.4	127.7	127.5	-0.2	-0.1
Fuel and light.....	103.7	103.7	102.8	0	+0.9
Housefurnishings.....	134.7	134.1	137.1	+0.4	-1.8
Sundries.....	119.8	119.5	119.6	+0.3	+0.2
Weighted Total.....	124.6	123.6	122.8	+0.8	+1.5
New Haven					
Food.....	135.3	134.9	134.4	+0.3	+0.7
Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	134.2	130.9	128.6 _r	+2.5	+4.4
Fuel and light.....	108.1	108.1	111.8	0	-3.3
Housefurnishings.....	128.5	128.1	124.4	+0.3	+3.3
Sundries.....	111.4	111.5	111.6	-0.1	-0.2
Weighted Total.....	120.3	119.9	119.8	+0.3	+0.4
New Orleans					
Food.....	149.6	150.4 _r	145.8	-0.5	+2.6
Housing ¹	110.6	110.6	110.5	0	+0.1
Clothing.....	134.9	134.9	132.4	0	+1.9
Fuel and light.....	85.8	85.8	85.7 _r	0	+0.1
Housefurnishings.....	124.5	124.1	123.2 _r	+0.3	+1.1
Sundries.....	123.1	123.3	122.3	-0.2	+0.7
Weighted Total.....	130.4	130.7	128.4 _r	-0.2	+1.6
New York					
Food.....	144.0	141.2	140.0	-0.1	+0.7
Housing ¹	100.8	100.8	100.8	0	0
Clothing.....	135.4	134.7	135.1	+0.5	+0.2
Fuel and light.....	109.8	109.8	107.5	0	+2.1
Housefurnishings.....	133.2	132.7	130.8	+0.4	+1.8
Sundries.....	123.6	123.7	122.3	-0.1	+1.1
Weighted Total.....	125.9	125.9	125.0	0	+0.7
Omaha					
Food.....	149.7	149.5	148.2	+0.1	+1.0
Housing ¹	100.6	100.6	100.6	0	0
Clothing.....	130.5	132.1 _r	128.5	-1.2	+1.6
Fuel and light.....	103.3	103.3	106.5	0	+1.7
Housefurnishings.....	145.6	145.4 _r	139.9	+0.1	+4.1
Sundries.....	125.9	125.9	121.2	0	+3.9
Weighted Total.....	128.4	128.5	125.8	-0.1	+2.1
Parkersburg, W. Va.					
Food.....	145.9	145.6	143.4	+0.2	+1.7
Housing ¹	104.2	104.2	104.2	0	0
Clothing.....	124.9	124.9	124.7 _r	0	+0.2
Fuel and light.....	94.6	94.6	94.6	0	0
Housefurnishings.....	133.2	132.0	129.1	+0.9	+3.2
Sundries.....	117.8	117.8 _r	116.5 _r	0	+1.1
Weighted Total.....	126.4	126.2	124.8 _r	+0.2	+1.3
Philadelphia					
Food.....	140.3	141.3	138.6	-0.7	+1.2
Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	131.3	132.1	130.7	-0.6	+0.5
Fuel and light.....	115.4	115.6	110.3	-0.2	+4.6
Housefurnishings.....	131.9	131.5	127.9	+0.3	+3.1
Sundries.....	125.1	125.6	125.3 _r	-0.4	-0.2
Weighted Total.....	127.2	127.8	126.1	-0.5	+0.9
Pittsburgh					
Food.....	143.7	143.3	141.2	+0.3	+1.8
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	130.8	130.9	130.6	-0.1	+0.2
Fuel and light.....	113.4	113.4 _r	110.3	0	+2.8
Housefurnishings.....	122.6	121.9	118.6	+0.6	+3.4
Sundries.....	119.5	119.9	119.3	-0.3	+0.2
Weighted Total.....	125.7	125.6 _r	124.4	+0.1	+1.0
Portland, Ore.					
Food.....	146.9	148.5	145.9	-1.1	+0.7
Housing ¹	110.0	110.0	110.0	0	0
Clothing.....	142.6	141.4 _r	140.8	+0.8	+1.3
Fuel and light.....	124.9	124.9	124.9	0	0
Housefurnishings.....	122.5	122.5 _r	121.7	0	+0.7
Sundries.....	116.0	116.8	116.9	-0.7	-0.8
Weighted Total.....	128.1	128.7 _r	127.9	-0.5	+0.2
Providence					
Food.....	145.9	146.2	140.6 _r	-0.2	+3.8
Housing ¹	103.3	103.3	103.3	0	0
Clothing.....	135.2	135.2	134.0	0	+0.9
Fuel and light.....	109.4	109.4	114.2 _r	0	-4.2
Housefurnishings.....	126.7	126.2	126.2	+0.4	+0.4
Sundries.....	125.5	125.8	121.3	-0.2	+3.5
Weighted Total.....	127.3	127.5	124.7 _r	-0.2	+2.1
Richmond					
Food.....	163.4	162.3	157.1	+0.7	+4.0
Housing ¹	103.1	103.1	103.1	0	0
Clothing.....	132.1	132.0	131.2	+0.1	+0.7
Fuel and light.....	106.0	106.0	104.8	0	+1.1
Housefurnishings.....	122.0	121.4	121.2	+0.5	+0.7
Sundries.....	119.8	119.2	117.2	+0.5	+2.2
Weighted Total.....	130.1	129.6	127.3	+0.4	+2.2
Roanoke, Va.					
Food.....	150.6	150.8 _r	149.6	-0.1	+4.0
Housing ¹	122.4	121.6	120.3	+0.7	+1.7
Clothing.....	134.6	134.0	132.8	+0.4	+1.4
Fuel and light.....	109.8	109.8	107.9	0	+1.8
Housefurnishings.....	125.4	124.8	122.0	+0.5	+2.8
Sundries.....	122.2	122.1	122.0	+0.1	+0.2
Weighted Total.....	131.2	131.0 _r	130.0	+0.2	+0.9
Rochester					
Food.....	149.1	148.8 _r	145.1	+0.2	+2.8
Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	134.8	133.4 _r	131.9	+1.0	+2.2
Fuel and light.....	123.6	123.6	117.9	0	+4.8
Housefurnishings.....	139.1	138.8 _r	136.0 _r	+0.2	+2.3
Sundries.....	130.9	130.4	128.4	+0.4	+1.9
Weighted Total.....	130.5	130.1 _r	127.7	+0.3	+2.2

¹Rents surveyed twice annually, May 15 and October 15.

_rRevised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Oct. 1945	Sept. 1945	Oct. 1944	Sept. 1945 to Oct. 1945	Oct. 1944 to Oct. 1945
Rockford, Ill.					
Food.....	148.2	148.8	143.9	-0.4	+3.0
Housing ¹	138.1	138.1	138.1	0	0
Clothing.....	131.6	131.5	127.9	+0.1	+2.9
Fuel and light.....	115.8	115.8	113.6	0	+1.9
Housefurnishings.....	131.4	130.9	131.3	+0.4	+0.1
Sundries.....	122.4	122.3	122.0	+0.1	+0.3
Weighted Total.....	133.9	134.1	132.0	-0.1	+1.4
Sacramento					
Food.....	150.2	149.1	147.6	+0.7	+1.8
Housing ¹	105.7	104.1	104.1	+1.5	-1.5
Clothing.....	142.7	141.6 _r	137.1	+0.0	+4.1
Fuel and light.....	80.8	80.8	80.8	0	0
Housefurnishings.....	141.0	140.6	144.1	+0.3	-2.2
Sundries.....	124.6	124.8	122.9	-0.2	+1.4
Weighted Total.....	129.4	128.7	127.3	+0.5	+1.6
St. Louis					
Food.....	147.2	147.2 _r	142.7	0	+3.2
Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	130.7	130.4 _r	128.6	+0.2	+1.6
Fuel and light.....	117.5	117.4	114.7	+0.1	+2.4
Housefurnishings.....	118.0	117.9	118.7	+0.1	-0.6
Sundries.....	117.7	117.5	116.9	+0.2	+0.7
Weighted Total.....	126.8	126.7	124.7	+0.1	+1.7
St. Paul					
Food.....	141.5	141.6 _r	142.4	-0.1	-0.6
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	127.2	127.5 _r	124.7	-0.2	+2.0
Fuel and light.....	108.5	108.3	106.6	+0.2	+1.8
Housefurnishings.....	128.4	128.1	125.8	+0.2	+2.1
Sundries.....	122.8	122.9	120.8 _r	-0.1	+1.7
Weighted Total.....	124.0	124.1 _r	123.2 _r	-0.1	+0.6
San Francisco - Oakland					
Food.....	148.0	147.6	145.3	+0.3	+1.9
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	135.4	135.6 _r	133.8	-0.1	+1.2
Fuel and light.....	90.1	90.1	89.8	0	+0.3
Housefurnishings.....	125.0	124.7	121.9 _r	+0.2	+2.5
Sundries.....	123.8	124.1	123.4	-0.2	+0.3
Weighted Total.....	127.8	127.8 _r	126.5	0	+1.0
Seattle					
Food.....	150.7	150.8	150.5	-0.1	+0.1
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	129.7	129.6 _r	128.4	+0.1	+1.0
Fuel and light.....	110.6	110.6	108.7 _r	0	+1.7
Housefurnishings.....	121.8	121.1	120.9	+0.6	+0.7
Sundries.....	121.6	121.1	121.1	+0.4	+0.4
Weighted Total.....	128.6	128.4	128.1 _r	+0.2	+0.4
Spokane					
Food.....	143.7	145.5	139.4	-1.2	+3.1
Housing ¹	102.0	102.0	102.0	0	0
Clothing.....	124.5	124.5	124.1	0	+0.3
Fuel and light.....	134.7	134.7	133.9	0	+0.6
Housefurnishings.....	132.7	132.7	132.9	0	-0.2
Sundries.....	120.0	119.9	118.5	+0.1	+1.3
Weighted Total.....	127.2	127.8	125.3	-0.5	+1.5
Syracuse					
Food.....	144.6	144.6	141.3	0	+2.3
Housing ¹	116.3	116.2	116.2	+0.1	+0.1
Clothing.....	134.4	133.3	133.0	+0.8	+1.1
Fuel and light.....	120.1	120.1	114.2	0	+5.2
Housefurnishings.....	130.6	130.5	132.3	+0.1	-1.3
Sundries.....	119.2	120.1	119.6	-0.7	-0.3
Weighted Total.....	128.1	128.2	126.7	-0.1	+1.1
Toledo					
Food.....	149.3	149.1	143.1	+0.1	+4.3
Housing ¹	113.1	113.1	113.0	0	+0.1
Clothing.....	133.8	132.6	130.8	+0.9	+2.3
Fuel and light.....	109.6	109.6	107.6	0	+1.9
Housefurnishings.....	123.0	122.8	122.9	+0.2	+0.1
Sundries.....	129.2	129.1	127.6	+0.1	+1.3
Weighted Total.....	131.3	131.0	128.4	+0.2	+2.3
Wausau, Wis.					
Food.....	155.3	154.9	150.4	+0.3	+3.3
Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	143.7	143.8	138.4	-0.1	+3.8
Fuel and light.....	110.6	110.6	109.5	0	+1.0
Housefurnishings.....	125.6	125.6	125.7	0	-0.1
Sundries.....	116.9	117.0	116.5	-0.1	+0.3
Weighted Total.....	128.3	128.3	126.1	0	+1.7
Wilmington, Del.					
Food.....	140.1	141.1	139.6	-0.7	+0.4
Housing ¹	104.9	104.9	104.6	0	+0.3
Clothing.....	134.0	133.3	131.6	+0.5	+1.8
Fuel and light.....	105.3	105.3	104.8	0	+0.5
Housefurnishings.....	126.9	126.6	121.6	+0.2	+4.4
Sundries.....	116.3	115.3	116.6	+0.9	-0.3
Weighted Total.....	125.0	124.9	124.2	+0.1	+0.6
Youngstown					
Food.....	154.2	155.4	152.1	-0.8	+1.4
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	145.7	146.8	141.4	-0.7	+3.0
Fuel and light.....	108.7	108.7	106.7	0	+1.9
Housefurnishings.....	134.1	134.0	142.7	+0.1	-6.0
Sundries.....	117.6	116.6	116.5	+0.9	+0.9
Weighted Total.....	130.0	130.2	128.8	-0.2	+0.9

¹Rents surveyed twice annually, May 15, and October 15.

^rRevised.

PERCENTAGE CHANGES, COST OF LIVING IN FOUR CITIES

CITY	Sept. 1945 to Oct. 1945	Oct. 1944 to Oct. 1945	CITY	Sept. 1945 to Oct. 1945	Oct. 1944 to Oct. 1945	CITY	Sept. 1945 to Oct. 1945	Oct. 1944 to Oct. 1945	CITY	Sept. 1945 to Oct. 1945	Oct. 1944 to Oct. 1945
Evansville, Ind.			Joliet, Ill.²			Lewistown, Pa.			Trenton, N. J.		
Food.....	+0.3	+0.9	Food.....	-0.5	+3.1	Food.....	-0.3	0	Food.....	-0.8	0
Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	0
Clothing.....	+0.5	+4.0	Clothing.....	0	+5.2	Clothing.....	-0.2	+2.1	Clothing.....	+1.2	+5.6
Fuel and light...	0	+0.7	Fuel and light...	0	+1.1	Fuel and light...	0	+2.8	Fuel and light...	0	+4.2
Housefurnishings...	+0.2	+2.1	Housefurnishings...	+0.7	+0.7	Housefurnishings...	+1.0	+0.9	Housefurnishings...	+1.0	+1.3
Sundries.....	0	+5.5	Sundries.....	-0.1	+1.3	Sundries.....	0	+0.1	Sundries.....	0	+4.8
Weighted Total.....	+0.2	+2.7	Weighted Total.....	-0.1	+2.2	Weighted Total.....	-0.2	+0.5	Weighted Total.....	-0.1	+2.2

¹Rents surveyed twice annually, May 15, and October 15.

²Includes Lockport and Rockdale.

Labor Press Highlights¹

Supports Railroaders' Demands

The American Federation of Labor will support the demands of the AFL railway employees department, according to *Weekly News Service* (AFL) "for a 36-hour week for railroad shopcraft employees without reduction in pay." AFL executive council calls for "demise of NWLB and end of wage controls."

Ask 75-cent Hourly Minimum

"Nearly all railroad unions have now swung into action in the battle for pay raises, or for shorter hours without reduction in earnings," reports *Labor* (railroad brotherhoods). Maintenance workers unions are also asking for mediation of all cases.

Lewis Endorses Full-employment Bill

The full-employment bill receives John L. Lewis' approval in the *United Mine Workers Journal*. Believing that in the years to come, fewer men are going to be able to produce more goods, he suggests it is "vitally necessary for the Congress and the government, in any consideration or adjustment of the employment opportunity in question, in the future to have equal power to deal with the number of productive hours under which industry will operate."

Makes Plea for Piecework

The ultimate elimination of week work is the goal of ILGWU, states David Ginkgold, director of the union's cotton garment department, adding that the new policy will involve engineering studies by the union. The objective is to remove a system which "is as outmoded as a foot-power sewing machine. We seek the change to piecework because, as a union, we desire to deal with known and knowable quantities rather than with ambiguous terms." *Justice*.

Navy Yard Work Continues

Union leaders of the AFL metal trades are meeting with Navy Department officials in Washington in order to secure wage increases to make up for the reduction in take-home pay of "more than half a million workers in Navy yards and other military establishments," says the *Ohio State Labor News* (AFL). The Navy

Department, it declares, has assured the metal trades unions that "Navy yards are likely to keep operating at a fairly high level for some time."

To Back Seniority for Women

United Automobile Worker (CIO) states that during the postwar period "seniority rights of women members must receive the same kind of protection and backing as those of any other members." The union offers all its affiliated locals the assistance of its international offices in protecting seniority rights of women employees. UAW-CIO is also planning intensive educational campaigns for all its members.

Seek Better Work Conditions

Railroad employees feel that the railroads must bring their roadway and equipment up to date as well as "modernize present wage rates and working conditions," according to *The Railroad Trainman*. A national conference is planned to discuss proposals by the operating brotherhoods "for a 25% wage increase and certain changes in rules."

Negotiate Air-line Agreements

Labor (railroad brotherhoods) reports negotiation of a contract between the Eastern Airlines and the IAM-AFL which includes provision for a 48-hour pay, 40-hour work week and covers all ground mechanics and allied workers. A similar agreement has been made with the United Airlines covering 1,700 mechanics and apprentices. Harvey Brown, IAM president, has announced that these agreements will be a pattern for the union to follow with "other air lines and hundreds of industries."

AFL Estimates High Unemployment

The importance of "keeping industry at a high level of operation so there will be jobs for demobilized servicemen and war workers," is stressed by *Labor's Monthly Survey* (AFL), which also reports that the number out of work "is much higher than the number who claim compensation." It estimates that 3 million workers were unemployed throughout the country on October 1 and "claims for unemployment compensation increased from 155,000 just before V-E day to 1,635,000 on September 29."

AFL Opposes Continuation of NWLB

Weekly News Service (AFL) reports that the executive council of the AFL is opposed to "continued federal economic regulations." The council opposed the continuation of the National War Labor Board on the ground that prolongation of the life of the NWLB would result in increased strikes, "forcing labor and management to go to the government . . . instead of settling differences through collective bargaining."

For Easier Veteran Employment

The veterans' committee of the CIO is supporting HR-1533, according to *The CIO News*. This bill provides that the Veterans Administration "repay benefits paid to veterans injured in industrial accidents." Clinton S. Golden, committee chairman, states that "many employers do not wish to hire veterans because they fear they will incur double liability in unemployment compensation cases."

CIO Organizes Air-line Employees

Thirty-seven locals of the Air Line Mechanics Association (formerly an independent union) will function as local unions of the UAW-CIO air-line mechanics department, *United Automobile Worker* (CIO) states. Plans are also being formulated, it says, to organize the entire air lines industry.

Explains FAA Stand

The Supervisor, official monthly publication of the Foreman's Association of America, contains a statement by FAA President Robert H. Keys, that "prior to 1937, we foremen, as a rule, were accorded a reasonable degree of recognition, responsibility and equitable treatment. Of course, the treatment varied in different plants, for each factory management had its own concept of industrial relations, such concept stemming from the employer's character and sense of moral obligation."

Mr. Keys points out that "wage inequities, lack of seniority rights, absence of practical grievance procedure, overtime work without compensation and lack of security" are factors which have contributed to the argument that foremen have been receiving "unfair treatment."

¹From the October labor press.

Wage and Salary Stabilization

THE new chairman of the National War Labor Board, Lloyd K. Garrison, has made it clear that the current general policy of the board is to proceed largely on a case-by-case basis for the remainder of its existence.

On September 26, the board voted unanimously in favor of terminating its existence by the end of this year. On October 17, definite procedural steps were announced for the purpose of facilitating the task of winding up operations. The main elements of these steps are:

"1. In general, no further directive orders will be issued by the National War Labor Board or by the regional boards or industry commissions. Instead, recommendations to the parties as to the appropriate terms of settlement will be issued.

"2. No appeals from WLB recommendations on new cases will be permitted.

"3. On hold-over cases the board and its agencies will issue directive orders as heretofore.

"4. On cases received by WLB on and after October 22 and in which the parties jointly stipulate that they will be bound by the board's decision, the board will designate an arbitrator to make a final and binding decision, if the parties wish."

On October 19, the board amended the latter provision to provide that directive orders rather than recommendations may be issued in cases not voted on prior to October 22, 1945, in which parties subsequently stipulate to accept the order of the board's agent as final.

EXECUTIVE ORDER 9651

Executive Order 9651, issued by President Truman on October 30, marks important changes in wage-stabilization policy on wage increases involving price increases. It takes the form of an amendment to Order 9599, adding a new Section VI. Section VI-1 states:

"The Stabilization Administrator . . . shall approve . . . a wage or salary increase falling into any one of the following three classes in any case in which such increase has been found by the National War Labor Board or other designated agency to be necessary to correct a maladjustment or inequity which would interfere with the effective transition to a peacetime economy":

"A. Increases where the percentage increase in average straight-time hourly earnings in the appropriate unit since January, 1941, has not equaled the percentage increase in the cost of living between January, 1941, and September, 1945.

"B. Increases necessary to correct inequities in wage rates or salaries among plants in the same industry or locality, with due regard to normal competitive relationships.

"C. Increases necessary to insure full production in an industry, designated by the Stabilization Administrator, which is essential to reconversion and in which existing wage rates or salaries are inadequate to the recruitment of needed manpower."

Interpreting the New Order

An "Interpretative Bulletin on Executive Order 9651" has been issued by Stabilization Director John C. Collet. It contains seventeen questions and answers, among which are the following:

"Q. What will be the practical effect of the first of the above standards?

"A. The cost of living in the nation as a whole has increased approximately 30% since January, 1941. If the average straight-time hourly earnings of employees in the appropriate unit have increased by less than 30% since January, 1941, this standard will permit the removal of price obstacles to a wage increase sufficient to make up the difference.

"Q. What will be the practical effect of the second of the above standards?

"A. Wartime dislocations and changes in conditions growing out of the war have resulted in various distortions in wage relationships in these inter-plant situations. It will permit greater flexibility in the correction of distorted wage relationships than was possible under the rigid requirements of wartime wage standards as applied in the so-called 'bracket system.' Since wage increases under this standard will be made on a plant rather than an industry basis, the standard is unlikely to have a material effect on commodity price levels.

"Q. What will be the practical effect of the third of the above standards?

"A. Continuous studies are being made of the problems of reconversion industries, in consultation with industry, labor and other government agencies. Whenever it is determined that existing wages in a particular industry are inadequate to recruit needed manpower

and this inadequacy is causing a bottleneck which is retarding reconversion, the Stabilization Administrator will so announce. It is expected that few industries will be found to fall in this category."

Section VI-1-B. This section of the order states in effect that the stabilization administrator will approve pay increases involving price relief if they are "necessary to correct inequities in wage rates or salaries among plants in the same industry or locality, with due regard to normal competitive relationships." This provision in the new Presidential order seems likely to be given considerable attention by employers. An editorial¹ in *Business Week* states that "it opens the way for some big-time wage increasing." Following are some excerpts from the editorial:

" . . . there are often great differences in the rates of pay for the same job in different plants in the same locality. The board ran into cases where the difference between the lowest and the highest rate was more than 50% . . .

"The position of organized labor naturally tends to be that the payment of anything less than the highest rate for the industry and the locality presents a prima facie case of an 'inequity.'"

TRANSITION WAGE POLICY

The new wage stabilization policy set forth in Executive Order No. 9599 on August 18 was designed to confine increases in wage rates mainly to cases where there will be no adverse effect on prices. In all cases where higher prices are to be a direct result of a wage increase the approval of the Director of War Mobilization and Reconversion² is necessary. A recent economic study³ indicates that the policy of gearing permitted wage increases to cases where no price increase will be demanded is unworkable and unsatisfactory. This study points out three assumptions that are implicit in this policy:

"1. Workers, employed by companies which cannot afford to pay higher wages under present ceilings, will remain satisfied with their present wage rates while other workers in the industry receive increases;

¹*Business Week*, November 10, 1945.

²Effective September 20 as directed by Executive Order No. 9620.

³National Industrial Conference Board. *Studies in Business Economics*, No. 1, "Wages During the Transition."

"2. Higher wages affect prices only through higher costs and not through a more insistent demand; and

"3. Employers can always foretell the effect on costs of given wage changes and that these effects will not change with the passage of time."

A further statement on this policy made in the study is reproduced here:

"A policy that permits voluntary wage increases when the employers certify that no price increase will be necessary creates many problems. Wage rates within industries, within areas, and between industries are closely interrelated. Wage increases permitted to one segment of an industry on the 'no-price increase' test will arouse deep dissatisfaction among employees in other companies which cannot afford to grant such increases. Voluntary increases will inevitably become the excuse for demands by other employees for equal

treatment. It is difficult to see how this pressure can be resisted. Experience to date has indicated conclusively that it is exceedingly difficult to withhold a wage privilege from one employee when his next-door neighbor has had it. However, employers have differing margins of profits. If wage rates voluntarily increased by one employer should constitute the 'involuntary' standard by which awards may be imposed by the board in dispute cases, then general increases will be accomplished which may well defeat the objective of increasing peacetime production and employment, because profits which are so essential to industrial expansion will be impaired. Under these conditions, the demand for price increases will be irresistible."

E. S. HORNING

Management Research Division

Employment in September

EMPLOYMENT declined in September by more than one and one-half million, reflecting contract terminations after V-J day. The number of employed or in uniform totaled 61.8 million, a drop of 3.5 million, or 5%, from September, 1944. Civilian employment stood at 49.7 million, 1.6 million below the August total, and fully 7% less than last September.

Manufacturing employment fell from 13.2 million in mid-August to 11.6 million in mid-September, its lowest point in four years. This represents a drop of 12% for the month and 24% for the year. Employment reductions were most severe in the transportation equipment, electrical machinery, other machinery, and chemicals groups. Reductions in employment were also registered in all but three of the nonmunitions industries.

According to the Bureau of Labor Statistics, the rate of curtailment in employment resulting from termination of war production slowed up from September 1 to October 1. Stability of employment in the metal-chemical-rubber industries is expected in the near future. A decline of only 600,000 was shown from September 1 to October 1, as against a net reduction of more than 1.4 million in munitions employment from August 1 to September 1. In manufacturing industries other than those formerly engaged in munitions production, there were small gains in employment. This represents a reversal of the downward trend experienced by these industries during the war years.

Construction, transportation, and the service industries reported losses for the month, ranging from 323,000 for the services to 36,000 for transportation. Of the three, only construction was below the

but a decline of approximately 500,000, or 4%, from the previous year. The number of family workers exceeded the total for August by 300,000, or 4%. A decline of more than 70,000 in the number of hired workers brought the total to 2,654,000. Both family and hired workers were below the level of last September.

OCTOBER TRENDS

The sharp declines in employment which occurred in September have been slowed considerably in October, according to preliminary estimates. As against a loss of 1,700,000 in September, employment declines in nonagricultural establishments amounted to less than one-half million.

Manufacturing employment dropped by more than 150,000. While further reductions of employment in some war plants, especially those engaged in the completion of aircraft and shipbuilding contracts, are expected, the bulk of cutbacks appear to have already been made. Except for aircraft and shipbuilding, which continue to shrink, the heavy industries actually showed a slight rise in employment. The automobile industry reported the largest increase of 38,000 workers. Return to civilian production was also responsible for the lesser increases in the nonferrous and machinery group. Employers in industries other than aircraft, shipbuilding

Employment and Unemployment

In Thousands

Distribution of Labor Force and Employment	1945			1944	1943
	Sept. ¹	Aug. ¹	July	Sept.	Sept.
Unemployment.....	.....	7,233	7,770	9,329	8,791 ^r
Excess of employment over economic labor force..	5,498	63,544	64,058	65,337	64,464
Total employment.....	61,835	10,760	10,856	11,440	11,720
Agriculture.....	10,980	171	171	183	195
Forestry and fishing.....	168	170	171	183	195
Total industry.....	17,749	19,420	19,685	21,299	22,362
Extraction of minerals.....	594	593	594	629	688
Manufacturing.....	11,580	13,196	13,465	15,214	16,399
Construction.....	1,364	1,408	1,405	1,432	1,650
Transportation.....	3,244	3,260	3,265	3,078	2,598
Public utilities.....	968	962	956	946	1,026
Trade, distribution and finance.....	7,523	7,403	7,425	7,430	7,404
Service industries (including Armed Forces).....	24,033	24,356	24,477	23,521	21,351
Miscellaneous industries and services.....	1,381	1,434	1,445	1,464	1,432

¹Subject to revision.

^rRevised.

level of employment attained twelve months previous.

Gains for the month were shown by trade, public utilities, and mining. The first two industries were above the level of employment reached last September, while mining had 35,000 less than last year.

Farm employment rose seasonally by less than one-quarter of a million, bringing the total number of persons at work on farms in September to 11.0 million. This represents a rise of 2% over August,

and ordnance predict a large absorption of workers in the next few months.

All but two of the nondurable goods groups—food and chemicals—increased employment in October. Trade and construction reported gains, trade the largest September-October increase on record. These gains were more than offset by large reductions in government, service and mining employment.

ROSALYN D. SIEGEL

Division of Business Statistics

WAGE-INCREASE ANNOUNCEMENTS¹, OCTOBER 1-31

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
ACF—Brill Motors Company.....	Philadelphia, Pa.	4¢/hr.	1,300	All classifications except trainees, janitors, sweepers and cleaners. Retroactive June 19, 1943. Former aircraft workers excluded
Aetna Life Insurance Company and affiliates....	Hartford, Conn.	10%	....	Home office and field employees; work week cut to 40 hrs.
American Airlines, Inc.....	Jackson Heights, N. Y.	15%	....	Work week cut to 40 hrs. All employees except sales personnel and 10% covered by union contract
American Cyanamid & Chemical Company.....	Latrobe, Pa.	5¢/hr.	....	Retroactive Aug. 19, 1945
American Telephone and Telegraph Company...	New York City	\$4/wk. \$2/wk.	1,000	Starting brackets Upper brackets
Association of Wholesale Food Merchants.....	New York City	\$2.60/wk.	86	Plant workers in long-lines dept. Also \$7/wk. increase to night-shift workers earning \$70/wk. or more. Retroactive Dec. 26, 1944
Board of Estimate of New York City.....	New York City	\$60-\$300/yr.	3,282	New weekly rate \$53.82 granted to drivers
Boston Store.....	Chicago, Ill.	\$2-\$5/wk.	....	Low-paid employees in 31 city depts.
Buffalo Niagara Electric Corporation.....	Western New York	12½%	2,300	Time and one-half pay over 42 hrs.
Niagara, Lockport and Ontario Power Company				With 90¢/wk. increase recently granted, puts take-home pay on par with wartime earnings
Lockport-Newfane Power & Water Supply Company.....	Cumberland, Md.	10¢/hr.	....	New minimum 62¢/hr.
Celanese Corporation of America.....				
Chicago Rapid Transit Company.....	Chicago, Ill.	10%	550	Supervisory employees
Cincinnati Street Railway Company.....	Cincinnati, Ohio	4¢/hr.	....	Motormen, conductors, bus drivers, garage, barn, ship, line and road workers. Retroactive July 1, 1945. 5 day, 40 hr. week by Jan. 1, 1946, with additional 3¢/hr. increase
City of New York.....	New York City	6%	380	Members of building trades working for city government. Return to 5-day week
D. L. Clark Company.....	Pittsburgh, Pa.	5¢/hr.	600	To compensate for travel time
Diamond Alkali Company.....	Fairport Harbor, Ohio	6¢/hr.	3,000	
E. I. du Pont de Nemours & Company.....	Belle, W. Va.	10%	2,500	Added to general rise of 6.02¢/hr. retroactive Feb. 23, 1945
	Baton Rouge, La.	15%	....
Eastman Kodak Company.....	Rochester, N. Y.	15%	....	Rise based on 40-hr. basic pay. With few departmental exceptions, work week cut to 40 hrs.
Gleason Works.....				
General Railway Signal Company.....	Waterford, N. Y.	5¢/hr. 7%	....	Hourly workers Piece-rate workers
Stromberg-Carlson Company.....				
Ford Manufacturing Company.....	Buffalo, N. Y.	8¢/hr.	....	55¢/hr. minimum. Retroactive July 1, 1945
Samuel Greenfield Company.....	Jersey City, N. J.	10¢/hr.	100	Production and maintenance workers. Retroactive Aug. 20, 1945
Harborside Warehouse Company, Inc.....	Rochester, N. Y.	14¢/hr. 15%	2,000	
Hickock Manufacturing Company.....	Austin, Minn.	17½¢/hr.	....	No reduction in 48-hr. work week. Raise affects all employees at two Rochester plants and branches at Lyons, Newark, Clifton Springs, Wolcott, Canandaigua, Livonia and Mt. Morris
Hormel & Company.....				
Indiana Bell Telephone Company.....	Indiana	\$3/wk. (average)	3,600	Packinghouse workers. 7½¢/hr. additional promised on conclusion of national negotiations for 25¢/hr. union demand
Johnson Fare Box Company.....	Chicago, Ill.	Not specified	600	Traffic, commercial, accounting and clerical employees. Also wage progression schedules reduced
A. and M. Karagheusian, Inc.....	Freehold and Roselle Park, N. J.	10¢/hr.	1,000	Varying increases in hourly rate ranges; increases in minimum hiring rates up to 70¢/hr. for men and 65¢/hr. for women and physically handicapped men
Lingerie Manufacturers Association.....	New York City	10%	16,500	Also general but varied increase in minimum scales
Midtown Realty Owners Association.....	New York City	....	29,500	General increases averaging \$3.50/wk. to building service workers in offices, lofts and apartments. Various decreases in hours of work week according to job classification
Realty Advisory Board on Labor Relations, Inc.	Old Town, Maine	5¢/hr.	200	2¢/hr. retroactive to March 21, 1945; full 5¢/hr. increase effective Aug. 18, 1945
Moose River Shoe Company.....				All employees except those covered by new minimum rates of 50¢/hr. for women and 55¢/hr. for men. Rates to be advanced additional 5¢/hr. after six months
National Licorice Company.....	Philadelphia, Pa.	8% (average)	....	Retail clothing salesmen of Howard, Crawford, Bond, Ripley and Moe Levy chains. Minimum now \$57/wk.
New York Retail Apparel Merchant Association.	New York City	\$6/wk.	....

¹Includes salary-increase announcements.

WAGE-INCREASE ANNOUNCEMENTS¹, OCTOBER 1-31—Continued

Company	Location	Amount of Increase	Number Affected	Remarks
New York Telephone Company.....	New York City	\$4/wk. \$2/wk. }	9,000	Starting brackets Upper brackets Plant and maintenance men; also \$7/wk. raise to night-shift workers earning \$70/wk. or more. Retroactive Dec. 26, 1944
Palmer House Hotel.....	Chicago, Ill.	15%	56	Elevator operators. Strike of barbers and manicurists unsettled. Twelve other Chicago hotels sign same agreement
Pan American Airways, Inc.....	New York City	3¢/hr.	4,000	Maintenance workers. Work week reduced to 40 hrs. as soon as possible
Pennsylvania Salt Manufacturing Company (Greenwich Works)	Philadelphia, Pa.	10¢/hr.	....	Retroactive Feb. 1, 1945
Peoples Gas, Light and Coal Company.....	Chicago area	15%	1,500	40 hr. work week with time and one-half Saturday and Sunday. Retroactive Oct. 1, 1945
Pittsburgh Chapter, Painting and Decorating Contractors.....	Pittsburgh, Pa.	10¢/hr.	....	All non-Federal work in Allegheny County, Pa., contracted after Sept. 11, 1945, but not work currently in progress
Procter and Gamble Company..... (Port Ivory Plant)	Staten Island, N. Y.	Up to 12½¢/hr.	1,200	Work week cut from 48 hrs. to 44
Roseville Pottery Company.....	Pittsburgh, Pa.	10%	260	
Silk and Rayon Manufacturers Association.....	Paterson, N. J.	10¢/hr.	1,500	Silk and rayon workers in Paterson area; 5¢ of increase retroactive Feb. 20, 1945
Skouras Theater groups..... (MGM and RKO Theaters)	New York City	15%	1,000	For projector operators. 200 theaters
Carroll Dunham Smith Pharmacal Company....	Orange, N. J.	15%	220	Work week cut from 48 hrs. to 44
Standard Oil Company (Indiana).....	Indiana	15%	2,000	Return 40-hr. work week. Employees of general office and Chicago sales division. Accepted by 38 of 41 union locals
Time Recorder Company.....	Cincinnati, Ohio	25%	140	Men and women electrical workers
United Engineering and Foundry Company.....	Pittsburgh, Pa.	6½¢/hr. average	....	All job classifications. Retroactive March 1, 1945
Van Baelin-Heilbrun Company.....	Rockland, Maine	5¢/hr.	....	Increase in addition new 55¢/hr. minimum
Vick Chemical Company.....	Various	10%	....	Employees at Philadelphia, Pa. and Greensboro, N. C. plants. Work week cut to 40 hrs.
Wall Paper Institute (23 companies).....	Various	4½¢/hr.	1,500	Male non-craftsmen. 55¢/hr. minimum rate for 230 women employees
R. Wallace & Sons Manufacturing Company....	Wallingford, Conn.	15%	....	All hourly wage rates and all salaries of \$3,900 or less
West Virginia Wood Products Company.....	Morgantown, W. Va.	10¢-35¢/hr.	....	All employees; 6¢ and 8¢/hr. differential for 2nd and 3rd shifts
Western Union Telegraph Company.....	New York area	15¢/hr.	1,300	Messengers
Wisconsin Steel Works of the International Harvester Company	Chicago, Ill.	10¢/hr.	5,700	All other employees. Retroactive Feb. 16, 1944
Wright Aeronautical Corporation.....	Paterson, N. J.	12½¢/hr.	4,000	Interim agreement only, pending clarification of government wage policy
		22¢/hr.	6,000	All regular hourly-wage employees. Bonus plans terminated; no paid holidays
Bakery concerns.....	Queens, N. Y.	\$5.30/wk. \$3.50/wk. \$4.30/wk. }	2,500	Night workers Male day workers Women employees
7 bakery concerns.....	Central and Northern New Jersey	....	....	Wholesale salesmen. \$25/wk. base pay plus 7¾% commission; over-all guarantee of \$50/wk. Retroactive May 1, 1945
20 clothing and tailoring shops.....	Cleveland, Ohio	12½¢/hr.	....	All workers making rate higher than minimum prior to new contract. Also minimum wage increase of \$5/wk.
3 daily newspapers.....	St. Louis, Mo.	\$10.27/wk.	....	Pressmen. Work week cut to 37½ hrs. \$7.54 of increase retroactive March 13, 1945; \$2.73 balance effective Nov. 22, 1945
Dairy owners.....	New York	20%	....	Increase achieved by reducing work week from 48 hrs. to 40 at same rate of pay
284 dye plants.....	New York, New Jersey and Pennsylvania	10¢/hr. 5¢/hr. }	42,000	Men Women
19 hotels.....	Washington, D. C.	10%-15%	5,000	Dyers and finishers Maintenance workers. 7½¢/hr. increase to pot washers, icemen and cooks; 5¢/hr. all others
Leather manufacturers.....	Various	5¢-10¢/hr.	7,000	Leather workers in eleven cities
20 New Bedford and Fall River textile mills....	Massachusetts	8¢/hr.	20,000	Hourly minimum now 65¢; 10¢/hr. above rate paid in South. 7¢/hr. additional for third shift
12 optical companies.....	Detroit, Mich.	13%	300	Also granted 5-day week
Retail trade industry.....	Various	....	110,000	Minimum basic wage for working time over 30 hours but not more than 40 raised to \$21.00. Effective November 12, 1945

Management Book Shelf

Employee Counseling. By Nathaniel Cantor.
New York: McGraw-Hill Book Company.

Mr. Cantor contrasts the science of industrial production with the methodology of industrial relations. The latter calls for a different science, since it deals with people, who have sentiments, attitudes, feeling and patterns of action and reaction in their working groups. And there is a science of personnel counseling, according to the author, which may be a solution to many of our baffling industrial relations problems.

The book describes what has been happening to employees and to their social instincts in a highly developed industrial environment and how to a great extent management has overlooked the human equation. Personnel counseling programs and problems of industrial selection, training and job performance are discussed and the qualifications for counseling set forth. Practical suggestions are given on how to set up a counseling organization and on record keeping. The relation of a counseling program to other management programs and to union interests and objectives is discussed in the closing pages of the book. C. E. Y.

Jobs and the Man. By Luther E. Woodward, Ph. D. and Thomas A. C. Rennie, M. D.
Springfield, Illinois: Charles C. Thomas, \$2.00.

Supervisors and counselors who are responsible for the guidance of veterans, displaced workers, and other civilians, especially those with emotional problems, will find constructive suggestions and help in this manual which was prepared by two authorities in the field of mental hygiene and human relations. Basic facts concerning certain psychiatric factors pertaining to job adjustment are discussed and presented simply and practically, avoiding use of countless complicated scientific terms which so often tend to confuse the nonmedical worker. Terms which were necessary for clarity are defined in a carefully prepared glossary.

Of particular value is the case material,

used effectively to demonstrate the importance of selective placement, and the discussion of various factors related to job satisfaction.

One chapter is devoted to practical techniques which can be applied to interviewing and counseling. This includes discussion of the types of interviews, job situations, attitudes of counselees, and qualifications of interviewers.

Since this manual will unquestionably be used as a guide for supervisory training, the authors have included questions to stimulate group discussion and a bibliography listing extensive reference material on mental hygiene for both lay and professional groups. A time-saving grouping of references for executives and personnel managers, counselors and industrial physicians is commendable.

The manual is scheduled for publication early in December. Discounts will be made on bulk orders. The book may be ordered direct from the publisher or from the National Committee for Mental Hygiene, 1790 Broadway, New York 19, New York. E. M. S.

Essentials of Industrial Health. By C. O. Sappington, M. D., Dr. P. H. Philadelphia: J. B. Lippincott Company, 1943. \$6.50

Professional and lay personnel interested in the health of employees will find a wealth of material in this book written by an authority in the field of industrial hygiene. The author has approached the various factors and related problems realistically and has presented them in a style easy to read and digest.

Mr. Sappington has divided the text into three parts. The first section on industrial health administration covers the development of industrial health from its early background to the organization and development of present-day industrial medical departments.

Part two, devoted to industrial hygiene and toxicology, includes a detailed classification of industrial health exposures and discussion of plant sanitation and hygiene,

as well as personal hygiene for workers.

The third section on "Industrial Medicine and Traumatic Surgery" is concerned with incidence, costs, causes, and other factors related to industrial accidents, occupational diseases and nonoccupational disabilities.

The subject index and index of proper names are carefully arranged for ready reference. Appendixes provide information on such subjects as duties of the physician in industry and floor plans for the plant medical department. E. M. S.

"Understanding Labor." By Bernard H. Fitzpatrick. New York: McGraw-Hill Book Company. \$2.00.

The author points out that "often a labor relations picture will change almost over night from one of acrimony to one of harmony when the idea of respecting the personalities of his employees dawns upon the employer." Although the labor problem is rooted in economic necessity, the author claims that it also "arises out of and is conditioned by the necessity of subordinating the free will of one man to the free will of another." Several case histories relating to methods of collective bargaining and attitudes of unions and employers in relation to straight collective bargaining and to bargaining with the government in the picture help to make this book important reading for students of labor relations. A. A. D.

Salesmen for Tomorrow. By David R. Osborne. New York: Harper & Brothers. \$3.00.

The author does a good job of comparing the most valuable practices of sales management prior to 1941 with methods of production control and personnel administration developed by industry, the Armed Forces and educational institutions during five years of war. Techniques of "planning and scheduling," "production control," and scientific selection, training, motivating, supervising and compensating men are discussed in the seventeen chapters of his book for the light they can throw on sales and salesmanship problems. The author believes that our American "way of life" can be enhanced if sales management is made as efficient as other phases of industry. C. E. Y.

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